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CAUT ACPPU
BULLETIN
Canada's Voice for Academics
La voix des universitaires du Canada

VOL 52 | NO 1 | JANUARY 2005 JANVIER | CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS | ASSOCIATION CANADIENNE DES PROFESSEURES ET PROFESSEURS D'UNIVERSITÉ

Memorial : une enquête démarre

L'ACPPU a institué un comité d'enquête indépendant sur les prétendues violations de la liberté académique et les droits des professeurs qui travaillent au département de médecine de l'Université Memorial de Terre-Neuve et dans ses établissements de soins affiliés.

« Les professeurs individuels de médecine et l'association des professeurs de l'université ont porté à l'attention de l'ACPPU leurs préoccupations sur la façon dont est traité le corps professoral du département », a déclaré James Turk, directeur général de l'ACPPU.

« Du point de vue de la direction de l'ACPPU, ces préoccupations devaient faire l'objet d'une enquête approfondie et impartiale par un comité indépendant. »

Le comité d'enquête est présidé par Albert Katz, professeur de psychologie à l'Université de Western Ontario. M. Katz est titulaire d'un B.Sc. de l'Université McGill et d'une M.A. et d'un Ph.D. de l'Université de Western Ontario. Il enseigne à Western depuis 1976 et a été professeur chercheur invité à l'Université de Californie à Berkeley.

Se joindra au comité Philippe De Wals, professeur et directeur du département de médecine sociale et préventive à l'Université Laval. M. De Wals a obtenu sa M.D. et son Ph.D. à l'Université catholique de Louvain. Arrivé au Canada en 1990, il a occupé le poste de directeur du département des sciences de la santé communautaire à l'Université de Sherbrooke. En 1997–1998, il a été professeur invité de santé publique à l'Université de Caroline du Nord à Chapel Hill. Il

Voir ENQUÊTE à la page A4 ☞

Independent Panel Named to Investigate Memorial

Inquiry takes shape — Albert Katz (left), Philippe De Wals & Lori West will undertake the independent probe into allegations relating to the faculty of medicine at Memorial University of Newfoundland.

CAUT has established an independent committee of inquiry to look into alleged violations of academic freedom and faculty rights in the faculty of medicine at Memorial University of Newfoundland and in its affiliated health care institutions.

"Individual faculty members in medicine and the university's faculty association have brought to CAUT's attention a number of concerns about the treatment of academic staff in the medical school," said James Turk, executive director of CAUT.

"In the view of the CAUT executive, these concerns required a thorough and dispassionate investigation by an independent committee of inquiry."

The inquiry is chaired by Albert Katz, a psychology professor at the University of Western Ontario. Katz received his BSc from McGill University and his MA and PhD from the University of Western Ontario. He has taught at Western since 1976 and a visiting research scholar at the University of California at Berkeley.

Joining Katz on the committee is Philippe De Wals, a professor and director of the department of social and preventative medicine at Laval University. De Wals earned his MD and PhD at the Catholic University of Louvain. He came to Canada in 1990 and served as director of the department of community health sciences at the University of Sherbrooke. In 1997–1998, he was a visiting public health professor at the University of North Carolina at Chapel Hill. He is the recipient of the Jean Van Beneden Prize for distinguished achievement in public health research.

The third member is Lori West, head of transplant cardiology at the Hospital for Sick Children — one of the largest pediatric heart transplant programs in the world. West is an associate professor

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CAUT Announces Distinguished Academic Award

CAUT is launching a new national award to recognize exceptional academics. The Distinguished Academic Award will be given to academics who exemplify the best in all facets of the profession by excelling in teaching, in research and in community and university service. The award will be presented annually to an academic chosen by CAUT's Council.

The winning academic will receive a plaque and a $1,000 honorarium. In addition, the recipient will be invited to give an address to Council that will be published and distributed by CAUT.

"CAUT is delighted to announce this new award," said CAUT president Loretta Czernis. "By creating the Distinguished Academic Award, CAUT is reaffirming that teaching, research and service are interrelated and necessary aspects of academic work."

"We want to showcase complete academics who are exceptional in all aspects of our work," she added.

Czernis said a jury of three former presidents of CAUT would receive and review nominations and recommend a candidate to the fall Council meeting. The award would be presented early the next year at the spring Council meeting.

CAUT will invite nominations through letters to member associations and announcements in the CAUT Bulletin and on its web site.

"The jury will consider nominated candidates over the summer and their recommendation will be announced at the November Council meeting," Czernis said. ■

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CAUT ACPPU
BULLETIN

PUBLISHED BY/PUBLIÉ PAR
Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

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The CAUT Bulletin is published each month September through June. Average distribution 39,000. Indexed in the Canadian Education Index. ISSN 0007-7887. Available in microform from Micromedia, 20 Victoria Street, Toronto, ON M5C 2N8. Classified ads and a selection of articles are available via the Bulletin Online at www.caut.ca.

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Le Bulletin de l'ACPPU est publié chaque mois, de septembre à juin. Tirage moyen : 39 000. Répertorié dans le Répertoire canadien sur l'éducation. ISSN 0007-7887. Le Bulletin est disponible sur microforme auprès de Micromedia, 20, rue Victoria, Toronto (Ontario) M5C 2N8. Les annonces classées et un choix d'articles sont reproduits dans le Bulletin interactif, sur le site www.acppu.ca.

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PRINTED IN CANADA BY/IMPRIMÉ AU CANADA PAR
Performance Printing, Smiths Falls

NEWS ACTUALITÉS

GATS Threatens Education Sector

Committing a service sector to GATS closes down the policy space needed by countries seeking to manage foreign investment in services to their advantage.

SOFIAN Effendi doesn't easily identify himself as part of the anti-globalization movement. But as Rector of Gadjah Mada University in Indonesia, he is leading a campaign against plans to liberalize the country's education sector in the current round of negotiations taking place within the World Trade Organization.

"Universities are not a business commodity that can be liberalized in such a way," he said recently. "Apart from their task of transferring and developing knowledge and sciences, they also have the task of maintaining and developing the nation. How can they carry these tasks if they are regulated under free trade frameworks within the WTO?"

Effendi is not alone. Around the world, educators and students are sounding the alarm bell over the potential impact of the expansion of the WTO's General Agreement on Trade in Services.

The agreement, adopted in 1995, is an extremely broad treaty that applies legally binding restrictions to a vast range of government actions affecting the delivery of services. The agreement now covers more than 160 service sectors, including health care, social services, postal services and education.

"Services are much more than flipping hamburgers and waiting on tables," says Scott Sinclair, a trade policy analyst with the Canadian Centre for Policy Alternatives. "Heart surgery is a service. So is teaching and research. Services are associated with everything we need and everything we elect governments to do."

It's precisely the encroachment of trade rules into public services that has critics concerned about GATS. Many worry the agreement will promote and lock-in the privatization and commercialization of services in the public interest like education.

"The GATS is hostile to public services, treating them as, at best, missed business opportunities and, at worst, unfair competition or barriers to foreign services and suppliers," says Sinclair.

GATS reaches into areas that have long been considered purely domestic matters, he says. In fact, the WTO says the agreement "encompasses not only measures designed to regulate trade in services, but also any other measure that might be designed to regulate other matters but which incidentally affect the trade in services."

Given this scope of the agreement and the restrictions it places on government authority, why are so many countries willing to broaden their GATS commitments?

"The theory is that if you get rid of all barriers to trade it will lead to lower cost services and faster economic growth that will benefit everyone," says David Robinson, an associate executive director of CAUT. "But that theory is now widely contested."

He points to a WTO decision last April that declared illegal Mexico's policy of requiring foreign telephone companies to pay regulated fees on long-distance calls to Mexico. The revenues collected ensured that foreign phone companies were required to contribute to building networks for poor rural communities in exchange for having access to the more lucrative urban markets.

"But at the behest of its telecom companies, the United States used the GATS to successfully challenge the policy and now foreign companies are free to ignore the needs of poorer communities in Mexico," Robinson says.

In another recent decision, a WTO panel ruled that U.S. state and federal regulations outlawing Internet gambling were GATS-illegal. "It's hard to find better examples of what's wrong with the GATS," adds Robinson.

Troubled Talks

The current round of negotiations aimed at expanding the range of services covered by GATS began in 2000, and was originally scheduled to conclude by the beginning of 2005. But intense disagreements over agricultural subsidies stalled talks until last summer when a new framework agreement for restarting negotiations was reached. Under this agreement, countries have a deadline of May this year to resubmit offers on which service sectors they are willing to commit to liberalization.

While education remains one of the least committed sectors in GATS, pressure is mounting to change this. The U.S. has identified the liberalization of higher and adult education services as one of its top four priorities in the current round and has called for the removal of obstacles to international trade that American officials say prevent foreign institutions from operating in other countries. Australia, New Zealand and Japan have made similar proposals.

U.S.-based distance education providers and institutions looking to expand overseas have been the key proponents of GATS, saying the agreement would help eliminate policies that restrict international education. They point out that some countries prohibit foreign education providers from establishing branch campuses while others require that a local institution must be a partner to any foreign educational venture.

But opponents argue that "obstacles" are in most cases legitimate public policy tools that countries employ to ensure national education meets domestic needs.

"Committing a service sector to GATS closes down the policy space needed by countries seeking to manage foreign investment in services to their advantage," says John Hilary, a trade policy analyst with ActionAid.

Hilary also says GATS exposes virtually any government action affecting services to WTO oversight and potential challenge. "It's designed to enable transnational corporations, in cooperation with foreign governments, to challenge public services and public regulations."

"GATS potentially strikes at the heart of academic autonomy, institutional decision-making and national higher education policy," warns Philip Altbach, director of the Center for International Higher Education at Boston College.

See GATS Page A5

Comité des finances : un fonds distinct pour l'enseignement postsecondaire

LE Comité des finances de la Chambre des communes recommande que le gouvernement fédéral établisse une enveloppe budgétaire distincte pour l'enseignement postsecondaire.

La recommandation fait suite aux préoccupations que l'ACPPU et d'autres organismes ont exprimées au cours des audiences prébudgétaires tenues par le comité sur le manque de responsabilité et de transparence dans la façon dont le gouvernement fédéral fournit aux provinces des fonds en faveur des universités et des collèges.

À l'heure actuelle, le gouvernement fédéral fournit des fonds aux provinces au titre de l'éducation postsecondaire dans le cadre du Transfert social canadien (TSC) – un mécanisme de financement global où aucune portion des fonds n'est nécessairement attribuée à l'éducation et où les fonds sont gérés sans reddition des comptes.

« L'établissement d'une enveloppe distincte pour l'éducation postsecondaire est une première étape importante dans la bonne direction », affirme James Turk, directeur général de l'ACPPU. « Ainsi les Canadiens auront une idée plus claire de la contribution du gouvernement fédéral et on s'assurera que l'argent destiné aux provinces sera nécessairement affecté à l'éducation postsecondaire. »

Dans le mémoire prébudgétaire qu'elle a présenté au comité en novembre, l'ACPPU a demandé au gouvernement fédéral de veiller à la création d'un fonds national pour les études postsecondaires qui serait régi par la loi et établi suivant le modèle de la *Loi canadienne sur la santé*, et d'énoncer des lignes de conduite sur la façon dont le financement du gouvernement pourrait servir aux programmes provinciaux d'éducation postsecondaire.

« À la différence des transferts en santé, malheureusement, le TSC n'est assorti d'aucune condition particulière régissant son utilisation », précise M. Turk. « Il n'existe pratiquement pas d'obligation sur la façon de dépenser les fonds, à supposer qu'ils le soient, et il n'existe aucune responsabilité à l'échelon provincial. C'est pourquoi il est important de ne pas seulement créer un fonds distinct pour les études postsecondaires, mais il faut aussi énoncer dans une loi la façon de coordonner la dépense des fonds. »

De manière générale, les recommandations du comité des finances exercent une forte influence sur les priorités budgétaires du gouvernement fédéral.

« Nous avons bon espoir que le gouvernement donnera suite à cette recommandation dans le prochain budget », conclut M. Turk. ■

English on page A7.

COMMENTARY
TRIBUNE LIBRE

PRESIDENT'S COLUMN

Hopeful Sign of New Political Vision

By LORETTA CZERNIS

ALTHOUGH it's now widely accepted that an affordable, accessible and high quality post-secondary education is critical to the development of nations, governments in Canada have been slow to make universities and colleges a priority. Instead of a co-ordinated approach between Ottawa and the provinces, we've ended up with a patchwork of different programs and initiatives that have failed to address the real problems faced by students, staff and our institutions. However, there are signs these problems are becoming too conspicuous to ignore any longer.

Last month, Liberal Senator Elizabeth Hubley, from Prince Edward Island, called for a special inquiry into the future of post-secondary education in Canada. In introducing her motion, Hubley bemoaned the fact that more and more young Canadians are forced to mortgage their futures in order to acquire the knowledge and skills now demanded in the labour market. And she made it clear the current problems we're facing stem directly from a lack of federal leadership and vision.

"Successive federal governments have maintained a non-interventionist and indirect support role through fiscal transfers to the provinces, research and development funding for universities, the Canada Student Loan Program as well as other limited scholarship, grant and savings initiatives," Hubley said. "While this is the safe and traditional federal role – one that respects the jurisdictional primacy of the provinces in education – it is also a role that I believe lacks strength and vision and one that is incapable of providing the leadership necessary to fully realize our national promise in higher education."

These are refreshing words to hear from a federal politician. CAUT has long argued that Ottawa needs to play a more active role in post-secondary education. In our submission to the Finance Committee in November, we proposed that the federal government, in co-operation with the provinces, adopt a post-secondary education act. This legislation, modelled on the Canada Health Act, would guarantee stable long-term federal funding in exchange for greater transparency over how this money is spent.

Hubley agrees the time has come for the federal government to make post-secondary education an immediate priority. She wants the Senate to launch an inquiry that would focus on how the federal government can ensure universities and colleges are adequately funded and are accessible to all qualified students.

It's my hope that her inquiry starts a long overdue national discussion about the kind of post-secondary education system we need and want for the 21st century. At a time when even the federal government admits that nearly three-quarters of all new jobs being created require some post-secondary education, we need to being doing more to broaden access to universities and colleges.

I believe we need to adjust our thinking and change the definition of basic public education in Canada. In the last century we recognized that obtaining a high school diploma was so important that we made the decision to provide free high school education. Today I believe the completion of a degree or diploma at a university or college is equivalent to what a high school diploma was in the past. If we broaden our understanding of basic public education to university and college, then of course we must be willing to publicly support it and make it available to everyone as a basic right. ■

LE MOT DE LA PRÉSIDENTE

Un signe d'espoir à l'horizon : une nouvelle vision politique

Par LORETTA CZERNIS

S'IL est maintenant largement admis qu'un enseignement post-secondaire abordable, accessible et de qualité supérieure est essentiel au développement des nations, il n'en demeure pas moins que les gouvernements au Canada tardent à placer les universités et les collèges au rang des priorités. Au lieu d'une approche coordonnée entre Ottawa et les provinces, nous nous retrouvons en présence d'une mosaïque de programmes et de mesures disparates qui n'ont pas réussi jusqu'ici à s'attaquer aux vrais problèmes des étudiants, du personnel et de nos établissements. Certains signes donnent cependant à penser que ces problèmes deviennent trop évidents pour que l'on continue à les ignorer.

Le mois dernier, la sénatrice libérale Élizabeth Hubley, de l'Île-du-Prince-Édouard, a lancé un appel pour que le gouvernement entreprenne une enquête spéciale sur l'avenir de l'enseignement postsecnndaire au Canada. En présentant sa motion, la sénatrice a déploré que de plus en plus de jeunes Canadiens soient forcés d'hypothéquer leur avenir afin d'acquérir les connaissances et les compétences que réclament actuellement le marché du travail. Et elle a indiqué clairement que les problèmes auxquels nous sommes confrontés découlent directement du manque de leadership et de vision dont fait preuve le gouvernement fédéral.

« Les gouvernements fédéraux successifs ont poursuivi un rôle de soutien indirect non interventionniste au moyen de transferts fiscaux aux provinces, de financement de recherche et de développement pour les universités, du Programme canadien de prêt aux étudiants, ainsi que par d'autres moyens limités comme les bourses, les subventions et les initiatives d'épargne », a déclaré la sénatrice Hubley. « Bien que ce soit le rôle fédéral sûr et traditionnel, respectueux de la primauté des compétences provinciales en éducation, c'est aussi un rôle qui, selon moi, manque de force et de vision. Ce rôle est incapable d'apporter le leadership nécessaire pour réaliser pleinement notre promesse nationale en matière d'enseignement supérieur. »

Ces paroles sont encourageantes de la part d'une politicienne fédérale. L'ACPPU soutient depuis longtemps qu'Ottawa doit jouer un rôle plus actif dans le secteur de l'enseignement postsecondaire. Dans le mémoire que nous avons présenté au comité des finances en novembre dernier, nous proposions que le gouvernement fédéral, de concert avec les provinces, adopte une loi sur l'enseignement postsecondaire. Établie sur le modèle de la *Loi canadienne sur la santé*, cette loi viserait à fournir des fonds stables à long terme aux provinces et à assurer une plus grande transparence sur la façon dont sont dépensés les fonds fédéraux.

La sénatrice Hubley reconnaît qu'il est temps que le gouvernement fédéral fasse de l'enseignement postsecondaire une priorité immédiate. Elle demande au Sénat de lancer

Voir SIGNE D'ESPOIR à la page A7 ☞

Student Aid Regime Preys on the Poor

Income contingent repayment plans represent the single largest threat to accessible post-secondary education.

By GEORGE SOULE

IN September 2004, the majority of Canadian students were protected by a tuition fee freeze for the first time in history. This was thanks to pressure from voters in Manitoba, Ontario, Quebec and Newfoundland and Labrador.

But recently the policy debate about access to Canadian higher education has taken a bizarre and decidedly unexpected turn with the resurrection of a detested student loan program – Income Contingent Repayment.

Income-contingent loan repayment schemes for post-secondary students are old models of transferring a greater share of the cost of post-secondary education on to individuals. Devised as a way to make massive tuition fees more palatable, ICR is designed to spread loan obligations over a lifetime to lessen the immediate financial hardship on borrowers. However, extending the repayment period of student loans means those with the lowest incomes after graduation will ultimately pay more for their education as compound interest accumulates.

This scheme was widely acknowledged as so badly flawed that students hoped rejection of the ICR option in the late 1990s would close the book on the lifelong-debt-as-social-policy debate for good. They were wrong. Like a bad B-movie monster, ICR is back.

Income contingent repayment means one thing – higher tuition fees. But don't take my word for it. Consider this admission from Human Resources and Skills Development in a document obtained through the Access to Information Act: "... ICR loans would solve the problem of university and college underfunding, by allowing institutions to increase tuition fees to cover a greater portion, or even all of its costs. Fees would be unregulated and institutions would charge whatever the market would bear. Needy students and those with cash flow problems would pay the increased fees with the help of ICR loans."

Indeed, this frank and concise summary of HRSD's position eliminates the need to speculate about government "help." One way to get a better grasp of this process is to review what has happened in other countries which have experimented with ICR.

In New Zealand, during the first three years of implementation of the ICR plan in the early 1990s, tuition fees tripled and public funding for tertiary education declined by 23 per cent between 1994 and 2004. A study of the impact ICR has on disadvantaged groups found the average repayment time for ethnic minority women ranged from 24 to 33 years.

Like the Canadian government, the government of Australia has also gone on record about what ICR is meant to accomplish: "The purpose ... is to raise revenue from the recipients of higher education for return to the system as part of ... funding of higher education; it is not a form of student assistance."

Income contingent repayment and higher tuition fees will exacerbate existing social and economic divisions between Canadians. There is a direct relationship between income and borrowing – that is, those who have less must borrow more to finance a post-secondary education. This high-fees high-loan model is a debt sentence for those students who, by accident of birth, are not in a position to pay for everything up front.

In fact, the ICR principle of spreading the burden of repaying loans over a longer period of time is about taxing the poor. Students from economically disadvantaged backgrounds must borrow more, their loans will take longer to pay back (after graduation), interest will continue to accrue on their balances, and they will owe more.

All things considered, income contingent repayment plans represent the single largest threat to accessible post-secondary education in Canada. Proponents will argue that income contingent loans are about flexible options, but history tells a more accurate story. Students and faculty must resist ICR and demand that government put an emphasis on affordable education and student debt reduction, rather than lifelong repayment. ■

George Soule is national chairperson of the Canadian Federation of Students.

The views expressed are those of the author and not necessarily those of CAUT. Commentary is a regular feature of the Bulletin. Readers are invited to submit articles for publication. Contact Liza Duhaime, managing editor, for details (duhaime@caut.ca). Commentary authors will be contacted only if their articles are accepted for publication.

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POSTES À COMBLER • COMMITTEE VACANCIES

CAUT Standing Committees

Under new procedures set by Council in November 2004, CAUT is seeking members who want to serve on its four standing committees of Council. Each of these committees is being expanded to at least eight members (including the chair) and will normally meet twice a year.

Position Vacancies

Academic Freedom and Tenure Committee, Four Vacancies. Members should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties. They should be willing and available to dedicate considerable time to the work of the committee between meetings, including promotion of academic freedom, drafting of documents and other related activities.

Collective Bargaining and Economic Benefits Committee, Four Vacancies. Members should have demonstrated experience in the area of collective bargaining and/or analysis of economic benefits. They should be able to commit time between meetings to the work of the committee, including drafting of model clauses, development of policy statements and other related activities.

Librarians' Committee, Four Vacancies. Members should have considerable experience and knowledge of the professional interests and academic concerns of librarians at Canadian universities. They ought to be aware of policy matters pertaining to academic rights and working conditions of university libranans.

Members should be willing and available to dedicate significant time to the work of the committee between meetings, including the biennial conference planning, drafting or editing documents, responding to enquiries and other related activities.

Women's Committee, Five Vacancies. Members should have considerable experience representing the interests of and coordinating strategies promoting the status of women. They should also have knowledge of policy matters pertaining to women in post-secondary education. Members should be willing and available to dedicate considerable time to the work of the committee between meetings, including educational work, drafting of documents and other related activities.

Term of Office

The term of office for members of standing committees is normally three years, with the possibility of one renewal.

Application Procedure

If you are interested in being on one of these committees, send a letter indicating the committee and your background relevant to that committee to: **Louise Desjardins, Executive Assistant, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.**

Deadline 15 February 2005

Comités permanents de l'ACPPU

Conformément aux nouvelles règles de procédure établies par le Conseil en novembre 2004, l'ACPPU est à la recherche de membres désireux de siéger à l'un de ses quatre comités permanents du Conseil. Chacun de ces comités comptera dorénavant au moins huit membres (incluant le président ou la présidente) et se réunira normalement deux fois l'an.

Les postes vacants

Comité de la liberté académique et de la permanence de l'emploi, quatre postes. Les candidats et candidates doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits de la personne et les libertés civiles. Ils ou elles doivent pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à la promotion de la liberté académique, à la rédaction de documents et à des activités connexes.

Comité de la négociation collective et des avantages économiques, quatre postes. Les candidats et candidates doivent avoir une expérience confirmée dans le domaine de la négociation collective ou de l'analyse des avantages économiques. Ils ou elles doivent pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en rédigeant des clauses modèles, en élaborant des énoncés de principes et en participant à des activités connexes.

Comité des bibliothécaires, quatre postes. Les candidats et candidates doivent avoir une expérience et une connaissance considérables des intérêts de la profession et des préoccupations universitaires des bibliothécaires dans les universités canadiennes. Ils ou elles doivent connaître les questions de principe touchant les droits universitaires et les conditions de travail des bibliothécaires dans les universités. Les membres doivent également pouvoir consacrer beaucoup de temps aux travaux du comité entre les réunions, notamment en participant à l'organisation du colloque biennal, en rédigeant ou en révisant des documents, en répondant à des demandes de renseignements et en exerçant des activités connexes.

Comité des femmes, cinq postes. Les candidates doivent avoir une expérience considérable dans la représentation des intérêts et la coordination des stratégies visant à promouvoir le statut de la femme. Les membres doivent connaître les questions de principe touchant le rôle des femmes dans l'enseignement postsecondaire. Elles doivent également pouvoir consacrer du temps aux travaux du comité entre les réunions, notamment en réalisant un travail d'information, en rédigeant des documents et en participant à des activités connexes.

Mandat

La durée du mandat des membres des comités permanents est normalement de trois ans avec la possibilité d'un renouvellement.

Procédure de demande

Les personnes désirant siéger à l'un de ces comités sont priées de faire parvenir à l'adresse ci-après une lettre précisant le nom du comité qui les intéresse et décrivant l'expérience qu'elles possèdent par rapport à ce comité : **Louise Desjardins, Adjointe au directeur général, Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.**

La date limite 15 février 2005

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ACTUALITÉS

L'ACPPU est à la recherche de directeurs généraux adjoints

L'ACPPU a créé deux nouveaux postes de directeur général adjoint. Le premier poste, pour lequel les candidatures sont sollicitées, commencera le 1er juillet 2005. Le second sera annoncé en 2006.

« Les titulaires de ces postes fourniront aux associations membres des conseils tactiques et stratégiques concernant la négociation collective, assureront la liaison avec les négociateurs en chef, aideront à organiser et à dispenser notre programme de formation et participeront au règlement des cas relatifs à la liberté académique », a déclaré James Turk, directeur général de l'ACPPU.

L'ACPPU est à la recherche de candidats et candidates qui ont une expérience considérable en négociation collective dans le secteur de l'enseignement postsecondaire et en règlement des griefs, et qui ont aussi une connaissance approfondie de la liberté académique, de la permanence de l'emploi et de la gouvernance collégiale.

« Nous recherchons également des personnes aptes à faire des présentations efficaces devant de larges auditoires et à rédiger dans un style clair et persuasif », précise M. Turk.

« Les candidats ou candidates doivent détenir un diplôme universitaire supérieur et avoir une connaissance des politiques et des programmes de l'ACPPU. La capacité de travailler dans les deux langues officielles est un atout certain. »

Les postes de directeur général adjoint font partie de l'unité de négociation du syndicat du personnel et sont assortis d'une échelle de salaire de 96 900 $ – 102 000 $. ■

Voir l'annonce du poste de directeur(trice) général(e) adjoint(e) à la page B26.

English on page A7.

Inquiry at Memorial University

☞ From PAGE A1

of medicine (paediatrics and physiology) at the University of Toronto. She received her BSc from the University of Florida, her MD from Tulane and her DPhil from Oxford.

The inquiry's terms of reference are to investigate allegations of violations of academic freedom and faculty rights in the faculty of medicine at Memorial and at its affiliated health care institutions; to determine whether the university and its affiliated health care institutions have treated members of the faculty of medicine in a manner that is unfair, unreasonable or inequitable; to determine whether there were breaches of or threats to academic freedom; and to make any appropriate recommendations.

"Under CAUT guidelines, independent committees of inquiry are completely autonomous," Turk said. "The committee undertakes its investigation and writes its report, and the first CAUT will learn the content of that report is when it's published and released to the public." ■

Une enquête à Memorial

☞ Suite de la PAGE A1

est lauréat du prix Jean Van Beneden pour l'excellence de ses travaux en santé publique.

Le troisième membre du comité est Lori West, chef de section du Programme de cardiologie de transplantation au Hospital for Sick Children (hôpital pour enfants) de Toronto – l'un des programmes de transplantation cardiaque pédiatrique les plus importants au monde. Mme West est professeure agrégée de médecine (pédiatrie et physiologie) à l'Université de Toronto. Elle a obtenu son B.Sc. de l'Université de Floride, sa M.A. de Tulane et son doctorat en philosophie d'Oxford.

Le comité a pour mandat d'enquêter sur les prétendues violations de la liberté académique et des droits du corps professoral au département de médecine de l'Université Memorial et dans ses établissements de soins affiliés; de déterminer si l'université et ses établissements de soins affiliés ont traité les membres de la faculté de médecine d'une manière injuste, déraisonnable ou inéquitable; de déterminer si la liberté académique a été violée ou menacée d'une façon quelconque; de formuler les recommandations appropriées.

« En vertu des lignes de conduite de l'ACPPU, les comités d'enquête indépendants jouissent d'une pleine autonomie », précise M. Turk. « Ils conduisent leur enquête et rédigent leur rapport. L'ACPPU ne prendra connaissance de la teneur du rapport que lorsque celui-ci sera rendu public. » ■

HOMEWORK!

Going the Distance

Goneril, Regan and Cordelia are going to visit their grandmother, who lives 60 kilometers away. To get there, they have a tandem bicycle that accommodates at most two of them and is capable of a maximum speed of 45 km per hour. Any one of the three can walk at a maximum speed of 5 km per hour. They leave at 8:50 a.m. Can they make it to grandmother's house by noon?

Homework!, a regular feature of the Bulletin, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B26.

NEWS ACTUALITÉS

New Collective Bargaining Officer at CAUT

Pierre Ouellet

PIERRE Ouellet joined CAUT in January as Collective Bargaining Officer. A political scientist at Concordia University since 1992, he also has more than a decade of experience in negotiations and labour relations with the Concordia Part-time Faculty Association. Since 1994 Pierre has been the association's grievance officer and since 1997 has served as CUPFA's vice-president external. In addition to his academic credentials, he holds a certificate in industrial relations from Queen's University. He has been a media commentator for CJAD Radio-Montreal and for CBC Radio.

Pierre is bilingual and will be providing collective bargaining assistance to CAUT member associations in addition to being responsible for publication of the CAUT Facts and Figures series and overseeing CAUT's collective bargaining database.

He will be working at CAUT two days a week until he completes his teaching obligations at Concordia in late April. ■

L'ACPPU nomme un conseiller en négociation collective

PIERRE Ouellet est entré en fonctions à l'ACPPU en janvier à titre de conseiller en négociation collective. Il occupe le poste de politicologue à l'Université Concordia depuis 1992 où il a acquis également plus de dix ans d'expérience auprès de l'Association des professeurs à temps partiel de l'Université Concordia (CUPFA). Pierre fait fonction d'agent des griefs depuis 1994 et de vice-président externe de la CUPFA depuis 1997. En plus de ses compétences académiques, il détient un certificat en relations industrielles de l'Université Queen's. Il a été commentateur pour CJAD Radio-Montréal et CBC Radio.

Pierre est bilingue et fournira son aide en négociation collective aux associations membres de l'ACPPU en plus d'être chargé de la publication de la série *Faits et chiffres de l'ACPPU* et de superviser la base de données de l'ACPPU sur la négociation collective.

Il travaillera à l'ACPPU deux jours par semaine jusqu'à ce qu'il se libère de ses obligations d'enseignant à l'Université Concordia à la fin d'avril. ■

L'AGCS menace le secteur de l'éducation

SOFIAN Effendi ne s'identifie pas facilement avec le mouvement antimondialisation. Néanmoins, à titre de recteur de l'Université Gadjah Mada en Indonésie, il dirige une campagne contre les projets de libéralisation du secteur de l'enseignement de son pays dans le contexte de la ronde actuelle de négociations de l'Organisation mondiale du commerce.

« Les universités ne constituent pas un produit commercial pouvant être libéralisé ainsi », a-t-il déclaré récemment. « En plus de transférer et de faire fructifier le savoir et les sciences, elles ont pour tâche de maintenir et de développer le pays. Comment peuvent-elles s'acquitter de ces tâches si elles sont réglementées en vertu de cadres de libre-échange au sein de l'OMC? »

Effendi n'est pas seul. Dans le monde entier, enseignants et étudiants sonnent l'alarme au sujet de l'incidence possible de l'élargissement de l'Accord général sur le commerce des services (AGCS) de l'OMC.

Adopté en 1995, l'Accord est un traité extrêmement vaste qui applique des restrictions juridiquement contraignantes à une gamme étendue d'interventions gouvernementales en matière de prestation de services. Il vise actuellement plus de 160 secteurs, y compris la santé, les services sociaux, la poste et l'enseignement.

« Les services ne se bornent pas à la cuisson des hamburgers et au travail de serveur », affirme Scott Sinclair, analyste de la politique commerciale au Centre canadien de politiques alternatives. « La chirurgie cardiaque est un service, tout comme l'enseignement et la recherche. Les services sont associés à tout ce dont nous avons besoin et à toutes les tâches que nous confions à nos gouvernements élus. »

C'est précisément l'empiètement des règles commerciales sur les services publics qui préoccupe les critiques de l'AGCS. Beaucoup s'inquiètent de ce que l'Accord promeuve et consolide la privatisation et la commercialisation des services d'intérêt public comme l'éducation.

« L'AGCS est hostile aux services publics. Au mieux, il les traite d'occasions d'affaires ratées et, au pire, de concurrence déloyale ou d'obstacles aux services et aux fournisseurs étrangers », signale M. Sinclair.

Ce dernier ajoute que l'AGCS vise des domaines qui ont longtemps été jugés de caractère purement national. En fait, l'OMC dit que « la portée de l'Accord englobe non seulement les mesures destinées à réglementer directement le commerce des services, mais aussi toute autre mesure qui pourrait avoir pour objet de réglementer d'autres questions, mais qui affecte accessoirement la fourniture d'un service ».

Étant donné cette portée de l'Accord et les restrictions qu'il impose à l'autorité gouvernementale, pourquoi tant de pays sont-ils disposés à élargir leurs engagements aux termes de l'AGCS?

« La théorie est que l'élimination de l'ensemble des obstacles au commerce entraînera une diminution du coût des services et une croissance économique plus rapide qui profitera à tous », explique David Robinson, directeur général associé de l'ACPPU. « Mais cette théorie est maintenant largement contestée. »

M. Robinson fait état d'une décision que l'OMC a rendue en avril dernier et qui a déclaré illégale la politique du Mexique exigeant que les compagnies de téléphone étrangères versent des taxes réglementées sur les appels interurbains acheminés vers le Mexique. Les sommes recueillies faisaient en sorte que ces sociétés devaient contribuer à l'édification de réseaux destinés aux collectivités rurales pauvres en échange d'un accès aux marchés urbains plus lucratifs.

« Cependant, à la demande de ses sociétés de télécommunications, les États-Unis ont utilisé l'AGCS pour contester avec succès la politique. Maintenant, les entreprises étrangères sont libres de faire fi des besoins des collectivités les plus pauvres du Mexique », souligne M. Robinson.

Dans une autre décision récente, un groupe spécial de l'OMC a décidé que les règlements des États et de l'administration fédérale des États-Unis qui proscrivent le jeu sur Internet sont illégaux aux termes de l'AGCS. « Il est difficile de trouver de meilleurs exemples de ce

Voir L'AGCS à la page A6 ☞

GATS Threatens Education Sector

☞ From PAGE A2

"GATS agreements can, once individual countries have agreed, enforce open higher education markets and enable institutions and companies from other countries to engage freely in higher education activities — setting up branch campuses, offering degrees and so on. Local authorities, perhaps including accreditations and quality control agencies, might have little control."

If Canada were to make full GATS commitments on higher education, a broad range of policies and regulations would be at risk, from rules requiring preferential hiring of Canadians and landed immigrants to government subsidies for domestic or public institutions only.

"One of the most powerful obligations in the agreement is national treatment," says CAUT's Robinson. "This requires governments to treat foreign service providers no less favourably than domestic ones. At its extreme, if Canada were to agree to this, it would mean that public operating grants would also have to be provided to foreign institutions, whether nonprofit or for-profit, or be eliminated altogether. Otherwise, these grants would be seen as a subsidy that effectively discriminated against foreign educational institutions operating in Canada."

He adds that countries retain the greatest policy flexibility in areas where they've made no specific commitments. While Canada has not committed to opening up its education sector, Robinson warns that GATS disputes could still arise under the most-favoured-nation treatment in the agreement.

"Whatever rights Alberta, for example, has extended to DeVry must also be extended to every foreign provider," Robinson says. "That means treating all foreign institutions wanting to set up shop in Alberta the same way as DeVry is treated. In this way, you can end up turning what is right now a crack in the public post-secondary education system into a gaping hole."

For their part, Canadian trade officials say they intend to make no commitments on public education services, in addition to protecting health care and culture in the current round of talks. However, some observers say the government has carefully chosen its words by saying only "public" education is off the table.

"Does public education include post-secondary education?" asks Sinclair. "Canadian negotiators are deliberately leaving the door open to commitments on private education."

The danger, he points out, is that education at all levels in Canada — but especially at the post-secondary level — is increasingly a mixed public and private system. Universities and colleges are more reliant on tuition fees and private sources of funding and are increasingly engaged in commercial activities that could be viewed as "competing" with the private sector.

He warns that if Canada makes commitments on private education services, then foreign, for-profit providers could argue GATS entitles them to the same range of government supports given to publicly-funded universities and colleges.

"Canada needs to clarify that it will make no commitments on the education sector as a whole," Sinclair says.

Renewed Pressure

One of the biggest frustrations expressed by for-profit cross-border providers is that foreign countries fail to accredit or recognize them. The result is that degrees earned from these institutions are worthless.

But some countries, like South Africa, say it's necessary to keep out for-profit providers at a time when nations are working to build a public system that can meet the needs of their citizens.

"We must avoid at all costs a GATS in education that puts our education, our culture and our future in peril," says Kader Asmal, South Africa's Minister of Education. "Trade considerations cannot be allowed to erode the public good agenda for higher education."

Other countries are worried that an open door policy to commercial education providers will unleash a flood of fly-by-night institutions across their borders. In response to these concerns, advocates of free trade in education say international rules and standards for assessing the quality of education are needed to discourage diploma mills and to assure more transparency in accrediting processes.

The OECD and UNESCO have taken up this call and last year produced the first draft on guidelines for quality assurance and accreditation in cross-border higher education.

Bill Rosenberg, president of the Association of University Staff in New Zealand, says the guidelines are really a complementary process to GATS.

"Private education providers desperately need recognized stamps of quality because of the difficulties students have in telling the rogues from those providing a good standard of education," Rosenberg explains. "The main outcome in practice of the guidelines will be to validate the position of private providers. In this way, the guidelines sanctify the international trade in education and its commodification."

Robinson agrees, saying, "The main stumbling block to the growth in private and for-profit higher education internationally is concern about quality. With the guidelines in place, countries that have resisted GATS commitments on education will be under renewed pressure."

And Robinson says it will be important to monitor other elements of GATS and related WTO agreements that will also affect educators in Canada and around the world.

"For our colleagues in developing countries, parallel negotiations taking place over industrial tariffs are also critical," Robinson warns. "While duties make up a small portion of revenue for countries like Canada, in the developing world they can represent up to a quarter of all government revenues. Reducing these revenues means there's less money available for things like public education."

In addition, he points out that WTO talks on intellectual property rights could limit the availability of affordable drugs in many African nations where one in seven teachers is infected with HIV/AIDS.

Final Countdown

After being pushed to the back burner for the past year, WTO negotiations will once again take centre stage this year.

Until recently, the education community worldwide had little awareness of GATS and other WTO agreements. But all this has changed. Student organizations, faculty unions and even many public university associations have been critical of the notion that education is simply a commodity to be traded as any other.

"GATS critics see the role of higher education differently," Altbach says. "Higher education is seen as more than a commodity — it is part of the cultural patrimony and the research infrastructure of a society, and is therefore a public good and at least to some extent, a public responsibility. It is seen as a means of access and social mobility to disenfranchised segments of the population. And for developing countries, it is seen as a central element for nation building. GATS opponents see higher education as much more than a tradable commodity to be determined by the vagaries of an international marketplace." ■

Version française ci-haut.

APPEL DE CANDIDATURES | CALL FOR NOMINATIONS

CAUT Executive Committee

Nominations are being sought for election to the CAUT Executive Committee. Individual affiliated members and associate members of CAUT are entitled to run for any vacant position and to make nominations. Elections will take place at the CAUT Council meeting in Ottawa in April 2005.

Position Vacancies

President. Responsible for guiding the affairs of the association between meetings of Council and for ensuring that policies approved by Council are implemented. Nominees for president should have considerable experience in faculty association affairs at the local or provincial level.

Vice-President. Responsible for assisting the president with his or her responsibilities and undertaking other duties as decided by the executive committee.

Three Members-at-Large. Responsible for undertaking duties as decided by the officers and the executive committee.

Chair, Academic Freedom and Tenure Committee. Responsible for chairing the Academic Freedom and Tenure Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of AF&T should have considerable experience in one or more of the following areas: academic freedom, human rights and civil liberties; and shall normally have served at least one year on the committee.

Chair, Women's Committee. Responsible for chairing the Women's Committee and undertaking other duties as decided by the officers and the executive committee. A nominee for the position of chair of the Women's Committee should have considerable experience representing the interests of women, should have knowledge of relevant policy matters and shall normally have served at least one year on the committee.

Term of Office

The term of office of the president, vice-president and executive committee members-at-large is one year. The term of office of the chairs is two years.

Nomination Procedure

Nominations should be sent to: **Professor Gordon Shrimpton, Chair, Elections and Resolutions Committee, Canadian Association of University Teachers, 2675 Queensview Drive, Ottawa, Ontario K2B 8K2.** Fax: (613) 820-7244.

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at www.caut.ca.

Nomination Deadline 1 March 2005

Note: Information on release time is available at www.caut.ca/en/policies/releasetime.asp.

Comité de direction de l'ACPPU

Nous sollicitons des candidatures à des postes au sein du Comité de direction de l'ACPPU. Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. Les élections se tiendront à l'occasion de l'assemblée du Conseil qui aura lieu à Ottawa en avril 2005.

Les postes vacants

La présidence. La personne élue est responsable de la direction des affaires de l'association entre les assemblées du Conseil et elle s'assure que les directives approuvées par le Conseil sont mises en œuvre. Les candidats et candidates à la présidence doivent posséder une expérience considérable en matière d'associations de professeurs à l'échelle locale ou provinciale.

La vice-présidence. La personne élue aide la présidente ou le président à s'acquitter de ses responsabilités et à entreprendre d'autres tâches définies par le Comité de direction.

Trois membres ordinaires. Chargés d'exercer les fonctions définies par les dirigeants et le Comité de direction.

La présidence du Comité de la liberté académique et de la permanence de l'emploi. Le titulaire doit présider le Comité de la liberté académique et de la permanence de l'emploi et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidats et candidates à ce poste doivent avoir une expérience considérable dans l'un ou plusieurs des domaines suivants : la liberté académique, les droits humains et les libertés civiles. De plus, ils doivent normalement avoir siégé au comité depuis au moins un an.

La présidence du Comité des femmes. Le titulaire doit présider le Comité des femmes et entreprendre d'autres tâches définies par les dirigeants et le Comité de direction. Les candidates à ce poste doivent avoir une expérience considérable dans la représentation des intérêts des femmes, une connaissance des questions relatives aux politiques, et doivent normalement avoir siégé au comité depuis au moins un an.

Mandat

Le mandat de la présidence et de la vice-présidence de même que des membres ordinaires du Comité de direction est d'un an. Le mandat des présidents des comités est de deux ans.

Méthode de mise en candidature

Prière d'envoyer les candidatures à : **M. Gordon Shrimpton, président, Comité des élections et résolutions, Association canadienne des professeures et professeurs d'université, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.** Télec. (613) 820-7244.

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.acppu.ca.

La date limite 1er mars 2005

Les renseignements au sujet du dégagement se trouvent à : www.acppu.ca/fr/policies/releasetime.asp.

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

3M TEACHING FELLOWSHIPS
PRIX D'ENSEIGNEMENT 3M

2005

Call for Nominations

The Society for Teaching and Learning in Higher Education (STLHE) and 3M Canada are pleased to announce the continuation of the 3M Fellows Program with up to 10 awards for 2005.

The Award

- A citation of excellence presented at the STLHE Conference in June in recognition of exemplary contributions to teaching and learning.
- An all expense paid 3-day retreat at Fairmont Le Château Montebello, November 5–7, 2005.

Eligibility

- Open to all individuals currently teaching at a Canadian university, regardless of discipline or level of appointment.

Criteria for the Award

- Excellence in teaching over a number of years, principally but not exclusively at the undergraduate level.
- Commitment to the improvement of university teaching with particular emphasis to contributions beyond the nominee's discipline or profession.

Nomination Procedure

- Several items should be included in the nomination package including a nomination brief which presents the case for the nominee. For details please see the Call for Nominations and the Guide for Preparing a Nomination. These are available from the Office of the Vice-President (Academic), the STLHE website: www.stlhe.ca and at the 3M Teaching Fellowship website: www.mcmaster.ca/3Mteachingfellowships.

For additional information, please contact:
STLHE, c/o Dr. Arshad Ahmad
Programme Coordinator
Concordia University
1455 de Maisonneuve Boulevard West
Montreal, Quebec H3G 1M8
(514) 848-2424 ext 2928/2793
Email: arshad@jmsb.concordia.ca

Nomination Deadline: March 4, 2005

Appel de candidatures

La Société pour l'avancement de la pédagogie dans l'enseignement supérieur (SAPES) et la compagnie 3M Canada ont le plaisir d'annoncer la poursuite du Programme des prix d'excellence 3M dans le cadre duquel dix prix seront accordés pour l'année 2005.

Le prix

- Un certificat d'excellence attestant d'une contribution remarquable à l'enseignement et à l'apprentissage remis lors de la conférence de la SAPES, en juin.
- Une rencontre de 3 jours au Fairmont Le Château Montebello, tous frais payés, du 5 au 7 novembre 2005.

Admissibilité:

- Toute personne enseignant présentement dans une université canadienne, quels que soient sa discipline ou son niveau hiérarchique.

Critères d'attribution

- Excellence de l'enseignement depuis plusieurs années, principalement (mais pas exclusivement) au premier cycle.
- Engagement à améliorer la qualité de l'enseignement universitaire, notamment par des contributions dépassant le cadre de sa discipline ou profession.

Dossier de candidature

- Le dossier de candidature doit comporter plusieurs éléments, dont une brève présentation de la candidate ou du candidat. Pour plus de détails, veuillez consulter l'Appel de candidatures et le Guide de mise en candidature, disponibles au Bureau du vice-recteur à l'enseignement et à la recherche, sur le site Web de la SAPES : www.stlhe.ca et sur celui des prix d'enseignement 3M : www.mcmaster.ca/3Mteachingfellowships.

Pour tout complément d'information, veuillez communiquer avec :
SAPES, a/s de M. Arshad Ahmad, Ph.D
Coordonnateur, Programme des prix d'enseignement 3M
Université Concordia
1455, boul. de Maisonneuve ouest
Montréal (Québec) H3G 1M8
(514) 848-2424 poste 2928/2793
Courriel : arshad@jmsb.concordia.ca

Date limite de dépôt des candidatures : le 4 mars 2005

ACTUALITÉS

L'AGCS : menace à l'éducation

☞ Suite de la PAGE A5

qui ne va pas avec l'AGCS », ajoute M. Robinson.

La ronde actuelle de négociations, qui vise à élargir la gamme des services touchés par l'AGCS, a débuté en 2000. À l'origine, elle devait se terminer au début de 2005. Cependant, de profonds désaccords sur les subventions agricoles ont bloqué les pourparlers jusqu'à l'été dernier, quand un nouvel accord cadre a été conclu pour la reprise des négociations. Aux termes de cette entente, les pays ont jusqu'à mai de cette année pour soumettre à nouveau des offres sur les secteurs de services qu'ils sont disposés à s'engager à libéraliser.

L'éducation demeure l'un des secteurs de l'AGCS qui font le moins l'objet d'engagements, mais la pression s'intensifie pour que cette situation change. La libéralisation de l'enseignement supérieur et de l'éducation des adultes constitue l'une des quatre grandes priorités des États-Unis au cours de la ronde actuelle. Ce pays réclame l'enlèvement des obstacles au commerce international qui, selon ses représentants, empêchent les établissements étrangers de fonctionner dans d'autres pays. L'Australie, la Nouvelle-Zélande et le Japon ont formulé des propositions semblables.

Les fournisseurs et les établissements de télé-enseignement qui sont établis aux États-Unis et qui cherchent à étendre leurs activités à l'étranger constituent les principaux promoteurs de l'AGCS. Selon eux, l'Accord aiderait à éliminer les politiques qui restreignent l'enseignement international. Ces organismes soulignent que certains pays interdisent aux fournisseurs étrangers de services d'enseignement d'établir des succursales, tandis que d'autres exigent qu'un établissement local soit un partenaire de toute initiative étrangère en matière d'éducation.

Cependant, les opposants soutiennent que les « obstacles » sont, dans la plupart des cas, des outils légitimes de politique publique que les pays emploient pour assurer que l'éducation nationale répond aux besoins internes.

« L'inclusion d'un secteur de services dans l'AGCS élimine la marge de manœuvre nécessaire aux pays cherchant à gérer à leur avantage les investissements étrangers dans les services », explique John Hilary, analyse de la politique commerciale à ActionAid.

M. Hilary ajoute que l'AGCS expose presque toutes les interventions gouvernementales relatives aux services à la surveillance et à une contestation possible de l'OMC. « Il vise à permettre aux multinationales, en collaboration avec des gouvernements étrangers, de s'opposer aux services et aux règlements publics. »

« Potentiellement, l'AGCS s'attaque à l'autonomie du monde universitaire, à la prise de décisions par les établissements et à la politique nationale sur l'éducation supérieure », prévient Philip Altbach, directeur du Center for International Higher Education au Boston College. « Dès que des pays individuels s'y sont engagés, les accords de l'AGCS peuvent contraindre l'ouverture des marchés de l'enseignement supérieur et permettre à des établissements et à des entreprises de l'étranger de se livrer librement à des activités dans ce secteur, comme ouvrir des succursales et décerner des diplômes. Les autorités locales, dont les organismes d'agrément et de contrôle de la qualité sans doute, disposeraient peut-être d'un contrôle restreint. »

Si le Canada souscrivait un engagement total à l'AGCS en matière d'enseignement supérieur, une gamme étendue de politiques et de règlements serait en péril, des règles exigeant l'embauche préférentielle des Canadiens et des résidents permanents aux subventions gouvernementales versées aux seuls établissements publics ou dont le siège se trouve au pays.

« Le traitement national constitue l'une des obligations les plus fortes de l'Accord », signale M. Robinson. « Il exige que les gouvernements traitent les fournisseurs de services étrangers aussi favorablement que ceux du pays. À l'extrême, si le Canada acceptait une telle disposition, cela signifierait que les subventions d'exploitation publiques devraient aussi être versées aux établissements étrangers, qu'ils soient ou non à but lucratif, ou être éliminées. Sinon, ces sommes pourraient être perçues comme une subvention discriminatoire à l'égard des établissements d'enseignement étrangers qui ont des bureaux au Canada. »

M. Robinson ajoute que les pays conservent la flexibilité la plus grande en matière de politiques dans les domaines où ils ne contractent pas d'engagements précis. Bien que le Canada ne se soit pas engagé à ouvrir son secteur de l'enseignement, M. Robinson avertit que des différends aux termes de l'AGCS risquent toujours de surgir en vertu du traitement de la nation la plus favorisée que prévoit l'Accord.

« Par exemple, tous les droits accordés par l'Alberta au DeVry Institute devraient l'être aussi à l'ensemble des fournisseurs étrangers », indique M. Robinson. « Cela veut dire que tous les établissements étrangers voulant s'établir en Alberta seraient traités exactement comme le DeVry Institute. Ainsi, il est possible d'élargir en un trou béant ce qui représente actuellement une fissure dans le système postsecondaire public. »

De leur côté, les responsables commerciaux canadiens affirment qu'au cours de la présente ronde de pourparlers, ils entendent ne prendre aucun engagement relativement aux services d'enseignement public, en plus de protéger la santé et la culture. Cependant, selon certains observateurs, le gouvernement a soigneusement choisi ses mots en disant que seul l'enseignement « public » était retiré des discussions.

« L'enseignement public comprend-il l'éducation postsecondaire? » demande M. Sinclair. « Les négociateurs canadiens laissent délibérément la porte ouverte à des engagements au sujet de l'enseignement privé. »

M. Sinclair souligne que le danger réside dans le fait qu'au Canada, l'enseignement à tous les niveaux — surtout au niveau postsecondaire — est de plus en plus un système mixte public-privé. Les universités et les collèges dépendent davantage des frais de scolarité et des sources privées de financement et s'adonnent de plus en plus à des activités commerciales susceptibles d'être perçues comme « faisant concurrence » avec celles du secteur privé.

Voir L'AGCS à la page A9 ☞

NEWS ACTUALITÉS

Finance Committee Recommends Separate Fund for Higher Education

THE House of Commons Finance Committee is recommending the federal government create a separate funding envelope for post-secondary education.

The recommendation comes in response to concerns that CAUT and other groups raised during the committee's pre-budget hearings about the lack of accountability and transparency in the way Ottawa provides funding to the provinces in support of universities and colleges.

Currently, the federal government provides funding to the provinces for post-secondary education through the Canada Social Transfer (CST), which is a block fund with no requirement that any portion of the fund be allocated to education and with no accountability for how the funds are spent.

"The creation of a separate fund for post-secondary education is an important first step in the right direction," said James Turk, executive director of CAUT. "It would give Canadians a clearer sense of the federal government's contribution and would ensure that money designated to the provinces be clearly mandated for post-secondary education."

In its pre-budget submission to the committee in November CAUT called on the federal government to ensure the creation of a national post-secondary education fund, governed by legislation modelled on the Canada Health Act, and setting out guidelines on how government funding could be used by provincial post-secondary education programs.

"Unlike the transfers for health care, the bad news is that the CST doesn't have specific conditions attached to its use," Turk said. "There is virtually no requirement about how funds are to be spent, if spent at all, and no provincial accountability. That's why it's important not just to create a separate post-secondary education fund, but also to establish through legislation how the funds can be spent."

Traditionally, recommendations of the finance committee have a strong influence on the federal government's budget priorities.

"We're hopeful the government will take up this recommendation in the upcoming budget," Turk said. ■

Version française à la page A2.

CAUT Seeks Assistant Executive Directors

CAUT has created two additional assistant executive director positions and invited applications for one that will begin on July 1, 2005. The other will be posted in 2006.

"Our assistant executive directors provide tactical and strategic advice to member associations on collective bargaining issues, liaise with chief negotiators, assist with our education program and help with academic freedom cases," said James Turk, executive director of CAUT.

CAUT is seeking applicants who have considerable experience and demonstrated competence in collective bargaining in the post-secondary education sector and who have a solid grasp of academic freedom, tenure and collegial governance issues.

"We are also looking for people with the ability to make effective presentations to large groups and the ability to write clearly and persuasively," says Turk. "In addition, candidates should have a graduate degree and knowledge of CAUT policies and programs – and the ability to work in both official languages is a definite asset."

The positions are part of the staff bargaining unit with a salary range of $96,900–$102,000. ■

See assistant executive director advertisement on page B26.

Version française à la page A4.

Un signe d'espoir à l'horizon : une nouvelle vision politique

☞ Suite de la PAGE A3

une enquête sur la façon dont le gouvernement fédéral peut garantir que les universités et les collèges reçoivent le financement adéquat et sont accessibles à tous les étudiants qualifiés.

J'espère que cette enquête amorcera un débat national depuis longtemps nécessaire sur le type de système d'enseignement postsecondaire dont nous avons besoin et que nous voulons pour le XXIe siècle. À un moment où même le gouvernement fédéral reconnaît que près des trois quarts de tous les nouveaux emplois créés exigent en partie de leurs titulaires des études postsecondaires, nous devons faire davantage pour élargir l'accès aux universités et aux collèges.

À mon avis, nous devons revoir notre façon de penser et modifier la définition de l'enseignement public de base au Canada. Au cours du siècle dernier, nous avons reconnu que l'obtention d'un diplôme d'études secondaires était important à tel point que nous avons décidé d'implanter la gratuité des études secondaires. Aujourd'hui, je pense que l'obtention d'un grade ou d'un diplôme collégial ou universitaire équivaut à ce que représentait dans le passé le diplôme d'études secondaires. En admettant que l'enseignement public de base se situe au niveau universitaire et collégial, nous devons, bien sûr, être disposés à souscrire publiquement à ce principe et à en faire un droit fondamental universel. ■

Censured Administrations in the United States

INVESTIGATIONS by the American Association of University Professors of the administrations of the institutions listed below show that, as evidenced by a past violation, they are not observing the generally recognized principles of academic freedom and tenure endorsed by this Association, the Association of American Colleges and Universities, and more than 150 other professional and educational organizations. The 1940 Statement of Principles on Academic Freedom and Tenure may be found in the May–June 1990 issue of Academe.

This list is published for the purpose of informing Association members, the profession at large, and the public that unsatisfactory conditions of academic freedom and tenure have been found to prevail at these institutions. Names are placed on or removed from this censure list by vote of the Association's Annual Meeting.

AAUP

Placing the name of an institution on this list does not mean that censure is visited either upon the whole of the institution or upon the faculty, but specifically upon its present administration.

The term "administration" includes the administrative officers and the governing board of the institution. This censure does not affect the eligibility of nonmembers for membership in the Association, nor does it affect the individual rights of members at the institution in question.

Members of the Association have often considered it to be their duty, in order to indicate their support of the principles violated, to refrain from accepting appointment to an institution so long as it remains on the censure list. Since circumstances differ widely from case to case, the Association does not assert that such an unqualified obligation exists for its members; it does urge that, before accepting appointments, they seek information on present conditions of academic freedom and tenure from AAUP (500-1012 14th St. N.W., Washington, D.C. 20005-3465) and prospective departmental colleagues. The Association leaves it to the discretion of the individual, possessed of the facts, to make the proper decision.

The censured administrations, with dates of censuring, are listed below. Reports were published as indicated by the Bulletin or Academe citations following each listing. Reference should also be made to "Developments Relating to Censure by the Association" and to the "Report of Committee A," each of which appears annually in Academe. ■

AAUP List of Censured Administrations

GROVE CITY COLLEGE *PENNSYLVANIA*	March 1963(1S–24)	1963
FRANK PHILLIPS COLLEGE *TEXAS*	December 1968(433–38)	1969
CONCORDIA SEMINARY *MISSOURI*	April 197S(49–59)	1975
MURRAY STATE UNIVERSITY *KENTUCKY*	December 1975(322–28)	1976
UNIVERSITY OF OSTEOPATHIC MEDICINE AND *HEALTH SCIENCES IOWA*	April 1977(82–87)	1977
STATE UNIVERSITY OF NEW YORK	August 1977(237–60)	1978
PHILLIPS COMMUNITY COLLEGE OF THE UNIVERSITY OF ARKANSAS	May 1978(93–98)	1978
WINGATE COLLEGE *NORTH CAROLINA*	May 1979(240–S0)	1979
NICHOLS COLLEGE *MASSACHUSETTS*	May 1980(207–12)	1980
YESHIVA UNIVERSITY *NEW YORK*	August 1981(186–9S)	1982
AMERICAN INTERNATIONAL COLLEGE *MASSACHUSETTS*	May–June 1983(42–46)	1983
METROPOLITAN COMMUNITY COLLEGES *MISSOURI*	March–April 1984(23a–32a)	1984
WESTMINSTER COLLEGE OF SALT LAKE CITY	November–December 1984(1a–10a)	198S
TALLADEGA COLLEGE *ALABAMA*	May–June 1986(6a–14a)	1986
SOUTHERN NAZARENE UNIVERSITY *OKLAHOMA*	November–December 1986(7a–11a)	1987
PONTIFICAL CATHOLIC UNIVERSITY OF PUERTO RICO	May–June 1987(33–38)	1987
HUSSON COLLEGE *MAINE*	May–June 1987(45–S0)	1987
HILLSDALE COLLEGE *MICHIGAN*	May–June 1988(29–33)	1988
MARYLAND INSTITUTE COLLEGE OF ART	May–June 1988(49–54)	1988
SOUTHEASTERN BAPTIST THEOLOGICAL SEMINARY *NORTH CAROLINA*	May–June 1989(3S–4S)	1989
THE CATHOLIC UNIVERSITY OF AMERICA	September–October 1989(27–40)	1990
OCEAN COLLEGE *MASSACHUSETTS*	May–June 1991(27–32)	1992
BALTIMORE CITY COMMUNITY COLLEGE	May–June 1992(37–41)	1992
LOMA LINDA UNIVERSITY *CALIFORNIA*	May–June 1992(42–49)	1992
CLARKSON COLLEGE *NEBRASKA*	May–June 1993(46–S3)	1993
NORTH GREENVILLE COLLEGE *SOUTH CAROLINA*	May–June 1993(S4–64)	1993
SAVANNAH COLLEGE OF ART AND DESIGN	May–June 1993(6S–70)	1993
UNIVERSITY OF BRIDGEPORT	November–December 1993(37–4S)	1994
BENEDICT COLLEGE *SOUTH CAROLINA*	May–June 1994(37–46)	1994
NYACK COLLEGE *NEW YORK*	September–October 1994(73–79)	199S
BENNINGTON COLLEGE	March–April 199S(91–103) January–February 1998(70–7S)	199S
ALASKA PACIFIC UNIVERSITY	May–June 199S(32–39)	199S
ESSEX COMMUNITY COLLEGE *MARYLAND*	May–June 199S(40–S0)	1995
ST. BONAVENTURE UNIVERSITY *NEW YORK*	July–August 199S(6S–73)	1996
NATIONAL PARK COMMUNITY COLLEGE *ARKANSAS*	May–June 1996(41–46)	1996
SAINT MEINRAD SCHOOL OF THEOLOGY *INDIANA*	July–August 1996(S1–60)	1997
MINNEAPOLIS COLLEGE OF ART AND DESIGN	May–June 1997(S3–S8)	1997
BRIGHAM YOUNG UNIVERSITY	September–October 1997(S2–71)	1998
UNIVERSITY OF THE DISTRICT OF COLUMBIA	May–June 1998(46–SS)	1998
LAWRENCE TECHNOLOGICAL UNIVERSITY	May–June 1998(S6–62)	1998
JOHNSON AND WALES *RHODE ISLAND*	May–June 1999(46–S0)	1999
ALBERTUS MAGNUS COLLEGE *CONNECTICUT*	January–February 2000(S4–63)	2000
CHARLESTON SOUTHERN UNIVERSITY *SOUTH CAROLINA*	January–February 2001(63–77)	2001
TIFFIN UNIVERSITY *OHIO*	January–February 2002(S3–63)	2002
UNIVERSITY OF DUBUQUE *IOWA*	September–October 2001(62–73)	2002
PHILANDER SMITH COLLEGE *ARKANSAS*	January–February 2004(S7–68)	2004

Thoughts on academic freedom

"Academic freedom is not merely a reflection of society's commitment to free speech; it is a safeguard essential to the aims of the university and to the welfare of those who work within it. Teachers and scholars have a vital stake in continuing to enjoy the liberty to speak and write as they choose, because their lives are entirely devoted to developing and expounding ideas. Universities in turn have a critical interest in preserving free expression, for without that freedom they will be hampered in appointing the most creative scientists and scholars and will suffer from forms of censorship that will jeopardize the search for knowledge and new discovery, that represents their most distinctive contribution."

– **Derek Bok**, President Emeritus, Harvard University
Beyond the Ivory Tower (p.20)

If you value academic freedom, consider sending a donation to the Harry Crowe Foundation – a charitable foundation set up by CAUT with a mandate to undertake education and research on freedom of academic expression, institutional autonomy and the independence of university research.

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APPEL DE CANDIDATURES | CALL FOR NOMINATIONS

CAUT Treasurer

Nominations are being sought for election to the CAUT officer position of Treasurer to fill the second year of the current treasurer's two-year term. Individual affiliated members and associate members of CAUT are entitled to run for the office of treasurer and to make nominations. The election for Treasurer will take place at the CAUT Council meeting in Ottawa in April 2005.

The Position

Responsible for the preparation of draft budgets and financial statements and for ensuring proper controls remain in place to ensure the financial integrity of CAUT.

Nomination Procedure

Nominations should be sent to:
Professor Gordon Shrimpton
Chair, Elections and Resolutions Committee
Canadian Association of University Teachers
2675 Queensview Drive
Ottawa, Ontario K2B 8K2
Fax: (613) 820-7244

Nominators should include: (1) a letter of nomination; (2) a brief statement of why the nominator feels the nominee is qualified to serve; (3) the agreement of the nominee to serve if elected; and (4) a completed copy of the standard information form available at www.caut.ca.

Deadline 1 March 2005

Information on release time is available at www.caut.ca/en/policies/releasetime.asp.

Trésorier de l'ACPPU

Nous sollicitons des candidatures pour le poste de trésorier (dernière année du mandat actuel de deux ans). Les membres affiliés individuels et les membres associés de l'ACPPU ont le droit de se présenter comme candidat ou candidate et de présenter des candidatures. L'élection du trésorier se tiendra à l'occasion de l'assemblée du Conseil de l'ACPPU qui aura lieu à Ottawa en avril 2005.

Le poste

La personne élue est responsable de la préparation des projets de budgets et d'états financiers. Elle veille à la bonne gestion des affaires pour assurer l'intégrité financière de l'ACPPU.

Méthode de mise en candidature

Prière d'envoyer les candidatures à :
M. Gordon Shrimpton
Président, Comité des élections et résolutions
Association canadienne des professeures et professeurs d'université
2675, promenade Queensview
Ottawa (Ontario) K2B 8K2
Télèc. (613) 820-7244

Les pièces suivantes doivent accompagner les mises en candidature : (1) une lettre de mise en candidature; (2) une brève déclaration expliquant pourquoi la personne qui présente le candidat ou la candidate estime qu'il ou elle possède les qualités voulues; (3) l'accord du candidat ou de la candidate de siéger au sein du comité advenant son élection; (4) une copie du Formulaire d'information réglementaire, dûment rempli, disponible à www.acppu.ca.

La date limite 1er mars 2005

Les renseignements au sujet du dégagement se trouvent à : www.acppu.ca/fr/policies/releasetime.asp.

Canadian Association of University Teachers
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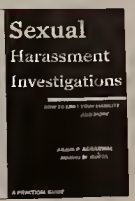

ACTUALITÉS

L'AGCS : menace à l'éducation

☞ Suite de la PAGE A6

M. Sinclair prévient que, si le Canada souscrit des engagements sur les services d'enseignement privés, des fournisseurs étrangers à but lucratif pourraient soutenir que l'AGCS leur donne droit à la même gamme de soutiens gouvernementaux que les universités et les collèges subventionnés par l'État.

« Le Canada doit préciser qu'il ne prendra aucun engagement dans le secteur de l'éducation dans son ensemble », ajoute M. Sinclair.

L'une des plus grandes frustrations des fournisseurs outre-frontière à but lucratif est l'absence d'agrément ou de reconnaissance par des pays étrangers. Il en résulte que les diplômes que ces établissements décernent ne possèdent aucune valeur.

Toutefois, certains pays, comme l'Afrique du Sud, affirment qu'une telle mesure est nécessaire pour interdire l'accès des fournisseurs à but lucratif à un moment où des États travaillent à l'édification d'un système public susceptible de répondre aux besoins de leur population.

« Nous devons éviter à tout prix un AGCS dans le domaine de l'enseignement qui mette en péril notre éducation, notre culture et notre avenir », déclare Kader Asmal, ministre sud-africain de l'Éducation. « Il ne faut pas permettre aux considérations de nature commerciale d'éroder le programme d'enseignement supérieur qui est axé sur le bien public. »

D'autres pays s'inquiètent de ce qu'une politique de libre accès des fournisseurs de services commerciaux d'enseignement déclenche une invasion d'établissements irresponsables en provenance de l'étranger. En réponse à ces préoccupations, les partisans du libre-échange dans l'enseignement affirment que des règles et des normes internationales d'évaluation de la qualité de l'éducation sont nécessaires pour décourager les usines à diplômes et assurer une plus grande transparence des processus d'agrément.

Répondant à l'appel, l'OCDE et l'UNESCO ont publié l'an dernier la première ébauche de lignes directrices d'assurance de la qualité et d'agrément en matière de services transfrontaliers d'enseignement supérieur.

Bill Rosenberg, président de l'Association of University Staff, de Nouvelle-Zélande, dit que les lignes directrices constituent, en fait, un processus complémentaire à l'AGCS.

« Les fournisseurs privés d'enseignement ont désespérément besoin de marques de qualité reconnues, parce que les étudiants peuvent difficilement différencier les établissements sans scrupule de ceux qui proposent un bon enseignement », explique M. Rosenberg. « En pratique, les lignes directrices auront pour principal résultat de valider la position des fournisseurs privés. Elles sanctifieront le commerce international dans le secteur de l'éducation et la réification de celui-ci. »

Se disant d'accord avec cette affirmation, M. Robinson ajoute : « La préoccupation relative à la qualité constitue le principal obstacle à la croissance de l'enseignement privé et à but lucratif dans le monde entier. Avec la mise en place des lignes directrices, les pays qui résistent à s'engager en matière d'éducation aux termes de l'AGCS subiront une pression renouvelée. »

Toujours selon M. Robinson, il sera important de surveiller d'autres éléments de l'AGCS et d'ententes connexes de l'OMC qui auront, eux aussi, une incidence sur les enseignants au Canada et dans le monde entier.

« Pour nos collègues des pays en développement, les négociations parallèles qui se déroulent au sujet des droits de douane sur les produits industriels sont également cruciales », prévient M. Robinson. « Les tarifs douaniers ne constituent qu'une petite partie des recettes de pays comme le Canada, mais ils peuvent représenter plus du quart des revenus dans le monde en développement. La réduction de ces recettes signifie qu'il y a moins d'argent de disponible pour des choses comme l'enseignement public. »

En outre, M. Robinson fait remarquer que les pourparlers de l'OMC sur les droits de propriété intellectuelle risquent de limiter la disponibilité de médicaments abordables dans de nombreux pays d'Afrique, où un enseignant sur sept est infecté par le VIH, cause du sida.

Après avoir été mises en veilleuse au cours de la dernière année, les négociations de l'OMC occuperont de nouveau le devant de la scène en 2005.

Jusqu'à récemment, le milieu de l'éducation de la planète était peu au courant de l'AGCS et d'autres accords de l'OMC. Cependant, tout cela a changé. Les organisations étudiantes, les syndicats de professeurs et même de nombreuses associations d'universités publiques ont critiqué la notion que l'enseignement constitue un simple produit pouvant être échangé comme n'importe quel autre.

« Les critiques de l'AGCS voient le rôle de l'enseignement supérieur sous un autre angle », signale M. Altbach. « L'enseignement supérieur est perçu comme étant davantage qu'une marchandise. Il s'inscrit dans le patrimoine culturel et l'infrastructure de recherche d'une société. Par conséquent, il représente un bien public et, au moins dans une certaine mesure, une responsabilité publique. Il est considéré comme un moyen d'accès et de mobilité sociale pour les catégories défavorisées de la population. Et dans les pays en développement, il est envisagé comme un élément central de l'édification nationale. Selon les opposants à l'AGCS, l'enseignement supérieur est beaucoup plus qu'une marchandise négociable subissant les caprices d'un marché international. » ■

English on page A2.

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UNIVERSITY OF WINDSOR

CAREERS
CARRIÈRES

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A

■ **ACCOUNTANCY — Concordia University.** The Department of Accountancy at the John Molson School of Business at Concordia University is seeking, subject to budgetary approval, qualified applicants for an Extended Term Appointment (ETA) starting June 1, 2005. The appointment will be made at the rank of Lecturer. In accordance with the Concordia University Faculty Association (CUFA) Collective Agreement, candidates, in order to be eligible, shall have had held Limited Term Appointments (LTA) at Concordia for a minimum of 33 months within the 5-year period ending on May 31, 2005. Applicants must hold the professional accounting designation of Chartered Accountant as a preferred minimum qualification and provide credible evidence of excellence in teaching. A graduate level degree (Master's or PhD) and/or another professional designation would be an additional advantage. Detailed knowledge of the Uniform Final Examination (UFE) process, the current competency based education and evaluation process, the ability to develop and use cases and questions as standard teaching methodology, as well as, the ability to adopt previously developed materials would be highly desirable. Successful candidates will be responsible for teaching courses both of the undergraduate and the graduate levels. Salaries are competitive and will be commensurate with qualifications and experience. Applicants will be expected to teach up to three courses per term. Please send your application containing a curriculum vitae, a statement of teaching and research interests (as appropriate), three letters of reference and copies of teaching evaluation reports to Dr. Kelly F. Gheyara, Department of Accountancy, JMSB, Concordia University, 1455 de Maisonneuve Blvd., Montreal, Quebec H3G 1M8, Canada. Applications should be sent as soon as possible but no later than February 28, 2005. All qualified candidates are encouraged to apply; Canadians and permanent residents will be given priority. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and persons with disabilities.

■ **ACCOUNTANCY — University of Waterloo.** Applications are invited for a tenure-track position of Assistant Professor in Finance in the School of Accountancy. Candidates should be able to demonstrate excellence in research and teaching in financial economics and should have completed or be close to completing a PhD in finance or related fields. Duties include research and teaching at undergraduate and graduate levels. Salary range is commensurate with qualifications and experience. The closing date for applications is February 15, 2005 and it is expected the appointment will be effective July 1, 2005. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Further details of the faculty and programs can be found at http://accounting.uwaterloo.ca/ To be considered please send a CV and three letters of reference to: Dr. Alister K Mason, Director School of Accountancy, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. Alternatively electronic applications may be sent to this email address: akmason@uwaterloo.ca.

■ **ACCOUNTANCY — University of Waterloo.** Applications are being accepted for tenure-track positions at the Assistant Professor, Associate Professor or Professor level in Accounting beginning after June 30, 2005. The successful candidate will have a PhD in Accounting (completed or near completion) and an actively developing research program. Duties include research and teaching at undergraduate and graduate levels. Salary range commensurate with qualifications and experience. The closing date for applications is February 15, 2005. Send curriculum vitae to: Professor A.K. Mason, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Candidates who are likely to be selected for an interview will subsequently be asked to arrange for three letters of reference. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **ACCOUNTING — University of Toronto at Scarborough.** The Division of Management at the University of Toronto at Scarborough (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach in its accounting stream, specifically, courses in management accounting, financial accounting, auditing and tax. Applicants should be familiar with the requirements of the various professional governing bodies and professional designations, including CA, CGA and CMA. Experience in teaching introductory management and administrative skills in co-ordinating multiple section courses with an enthusiasm for working in a diverse and multicultural environment would also be assets. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree, professional designation in CA, CGA or CMA and provide evidence of excellence in teaching. This position is initially for one year, with the possibility of renewal, beginning on July 1, 2005. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Michael Krashinsky, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4, (forbes@utsc.utoronto.ca). The deadline for applications is February 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

■ **ANGLAIS — Collège Militaire Royal du Canada.** Le Département d'anglais du Collège militaire royal du Canada, l'université militaire canadienne, désire combler un poste de professeur adjoint menant à la permanence. Le candidat recherché doit pouvoir enseigner deux des trois sujets suivants: la littérature anglaise au dix huitième siècle, la littérature à l'époque victorienne et les hommes et les femmes dans la littérature. Il doit également posséder un doctorat en littérature anglaise, compter à son actif un nombre acceptable de travaux de recherche et de publications, et avoir une certaine expérience en enseignement. De plus, le titulaire du poste devrait être prêt à enseigner un cours général de première année en littérature et composition anglaises, et un cours de deuxième année en littérature moderne. Il doit également être prêt à participer pleinement à l'aspect administratif du travail à l'université. Une excellente maîtrise de la langue anglaise est essentielle. L'échelle salariale fait présentement l'objet de négociations; cependant, l'échelle de 2003–2004 pour un professeur adjoint va de 43 126 $ à 74 000 $; à ce montant s'ajoute un indemnité provisoire annuelle de 3 000 $. Le salaire de départ sera déterminé en fonction de l'expérience et des compétences. Le titulaire du poste sera soumis à une période de stage de trois ans. Les candidats intéressés sont priés de faire parvenir leur curriculum vitae, une copie de leurs relevés de notes, une copie des rapports d'évaluation de leur travail d'enseignant, un résumé de leurs intérêts en recherche, des échantillons de leurs publications et trois lettres de recommandation à l'adresse suivante: M. Lorne Shinnian, directeur, Département d'anglais, Collège militaire royal du Canada, a/s de Mme Jessica Urso, Bureau des ressources humaines civiles, Base des Forces canadiennes Kingston, C. P. 17000, Succursale Forces, Kingston, (Ontario) K7K 7B4; Téléphone: (613) 541-5010, poste 5005; Télécopieur: (613) 541-4496; Courriel: Urso.JL@forces.gc.ca. La

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DALHOUSIE UNIVERSITY
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Assistant/Associate Professor of Marketing

The School of Business Administration in the Faculty of Management invites applications for a probationary tenure-track position at the rank of Assistant or Associate Professor, effective July 1, 2005. A Ph.D. or ABD in Marketing and evidence of teaching effectiveness and research potential are required.

The successful applicant will be expected to engage in cutting-edge research in marketing, to teach marketing management courses as well as courses suited to their expertise, at the graduate and undergraduate levels. Salary is competitive and commensurate with experience.

Applications should contain a curriculum vitae and the names and contact information of three referees. Send or e-mail (Viola.Caume@dal.ca) the material by **January 31, 2005** to:

Ms. Viola Caume, School of Business Administration
Faculty of Management, Dalhousie University
6152 Coburg Road, Halifax, N.S. B3H 3J5

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment equity/Affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

UNBC — College of Arts, Social & Health Sciences

Assistant Professor, Economics Program
(Tenure-track position)

The University of Northern British Columbia invites applications to fill a tenure-track position at the rank of Assistant Professor within the Economics Program (subject to budgetary approval). The anticipated start date for this position is July 1 2005.

Applications are invited from individuals whose research interests include Development Economics; however, strong candidates in all areas will receive serious consideration. Preferred qualifications for this position include a completed Ph.D., evidence of an active research program, and demonstrated teaching excellence. More information about the Economics Program at UNBC can be found at: www.unbc.ca/economics

The University of Northern British Columbia is a small, research intensive university with an enrollment of over 3500 students in more than 40 undergraduate and graduate academic programs. UNBC offers a strong commitment for growth, a modern and attractive campus, and a wonderful setting in the heart of British Columbia.

Please forward your curriculum vitae, including examples of teaching evaluations and a published or unpublished research paper. In addition, please forward with your CV three letters of references (including telephone, fax, and e-mail information) and quote competition #FAEC31-04(B) to: **Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: Dr. Paul Bowles, Chair of the Economics Program, at Telephone (250) 960-6648, or E-mail paul@unbc.ca. Electronic submissions of curriculum vitas can be sent to: **FacultyRecruitment@unbc.ca.**

Applications received on or before **February 11, 2005** will receive full consideration; however, applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA — *3333 University Way, Prince George, BC, V2N 4Z9. For More Information, Visit our Web Site: www.unbc.ca*

Awards for Excellence in Post-Secondary Education Journalism
Prix d'excellence en journalisme dans le domaine de l'enseignement postsecondaire

Established in 2001, these awards for outstanding reporting are presented by the Canadian Association of University Teachers to recognize and promote in-depth and thoughtful coverage of issues related to post-secondary education in Canada.

Two awards are offered: one to recognize excellence in the student media, and the other to honour outstanding reporting in the professional print and broadcast media. Each award is worth $500.

Criteria & Eligibility

Stories, articles (excluding editorials and columns), documentaries, or series produced during the preceding calendar year and appearing in any Canadian publication or broadcast by any radio or television station in Canada on some aspect of university and college education may be nominated. The works of Canadian journalists appearing in non-Canadian publications and broadcasts may also be considered.

Nominations which address the following issues are particularly encouraged: academic freedom; research ethics and integrity; educational accessibility and equity; funding and finances; and university and college governance.

Nominations may be made by faculty associations, media organizations or any other interested parties. Applicants may be self-nominating.

A panel of judges composed of journalists and faculty members in journalism and communications will screen and judge entries. The successful candidates will be recognized by CAUT at the association's annual spring council meeting in Ottawa.

Nominations must include:
- One copy of the print or broadcast item(s)
- A completed nomination form (available from CAUT)

Nomination Deadline

The deadline for nominations is March 4, 2005. All nominations and supporting material should be addressed to:
David Robinson, Associate Executive Director (Research & Advocacy)
CAUT, 2675 Queensview Drive
Ottawa Ontario K2B 8K2

Crées en 2001, ces prix d'excellence en journalisme sont décernés par l'Association canadienne des professeures et professeurs d'université dans le but de récompenser et de mettre en valeur des reportages recherchés et sérieux sur des questions reliées à l'enseignement postsecondaire au Canada.

Deux prix sont offerts, l'un pour récompenser l'excellence dans les médias étudiants, et l'autre pour honorer un reportage exceptionnel dans la presse écrite et parlée. Chaque prix est d'une valeur de 500 $.

Critères et admissibilité

Sont admissibles les articles (à l'exception des éditoriaux et des chroniques), les documentaires ou les émissions traitant d'un aspect de l'enseignement universitaire ou collégial. Ils doivent avoir été produits pendant l'année civile précédente et publiés dans une publication canadienne ou diffusés par une chaîne de radio ou de télévision au Canada. Les œuvres de journalistes canadiens publiées ou diffusées dans des médias non canadiens pourront aussi être prises en considération.

On invite particulièrement à proposer des reportages qui traitent de questions liées notamment à la liberté universitaire, à l'éthique et à l'intégrité de la recherche, à l'accessibilité aux études et à l'équité en matière d'éducation, aux subventions et aux finances, et à l'administration des universités et des collèges.

Des associations de professeurs, des organismes de médias ou d'autres groupes intéressés peuvent soumettre des candidatures. Il est possible de proposer sa propre candidature.

Un jury composé de journalistes et de professeurs en journalisme et en communications fera une sélection préliminaire et jugera les candidatures. L'ACPPU honorera les candidatures retenues lors de l'assemblée annuelle du printemps de l'ACPPU à Ottawa.

Le dossier de candidature doit comprendre :
- Un exemplaire du reportage écrit ou parlé
- Un formulaire de mise en candidature rempli (disponible auprès de l'ACPPU)

Date limite

La date limite des mises en candidature est le 4 mars 2005. Toutes les mises en candidature et les documents pertinents devront être communiqués à :
David Robinson, Directeur général associé
(Recherche et promotion des intérêts)
ACPPU, 2675, promenade Queensview
Ottawa (Ontario) K2B 8K2

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

CAREERS CARRIÈRES

date prévue d'entrée en fonction est au cours de l'été 2005. La date limite d'acceptation des candidatures est le 28 février 2005. En vertu de la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens canadiens. Les candidats possédant des diplômes étrangers sont priés de fournir une preuve d'équivalence d'études. Pour plus d'information, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une université mixte et bilingue, et le présent poste est également offert aux femmes et aux hommes.

■ **ANIMAL SCIENCE — McGill University.** The Department of Animal Science at McGill University is inviting applications for a tenure-track position in the area of Animal Behaviour/Animal welfare. The successful candidate should have a PhD in Animal Science or a related discipline, with special emphasis on animal behaviour and welfare. The successful candidate will be expected to develop a strong, independent and externally funded research program related to the behaviour and welfare of farm animals. Potential areas of research include assessment of management factors that affect behaviour and performance of farm animals, evaluation of housing environments in the context of balancing production costs with animal well being, effects of transportation on behavioural changes, animal welfare and productivity, and stress assessment in farm animals using behavioral and physiological measures. To this end, the position is linked with state-of-the-art facilities in dairy, swine and poultry on the Macdonald campus. The candidate is expected to participate in the training of students at both graduate and undergraduate levels, including development of appropriate courses in animal behaviour and welfare. Highly qualified candidates, likely to be eligible for Canada Research Chairs, are particularly encouraged to apply either at the junior (Tier II) or senior (Tier I) level. Information about the Canada Research Chairs program may be found at www.chairs-gc.ca. A senior appointment will normally be made at the Full Professor level. A junior appointment will normally be made at the Assistant Professor level. Applications, including a curriculum vitae, a statement of teaching and research interests, and the names of three referees, should be submitted to the Selection Committee Chair: Dr. Xin Zhao, Department of Animal Science, McGill University Macdonald Campus, 21,111 Lakeshore Road, Ste-Anne de Bellevue, QC H9X 3V9, Canada. Telephone: +1 514 398-7975; Fax: +1 514 398-7964; E-mail: xin.zhao@mcgill.ca. The closing date for receipt of application and documents is February 28, 2005. Additional information on the Department of Animal Science can be found on its website (www.mcgill.ca/animal). All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McGill University is committed to equity in employment.

■ **ANTHROPOLOGY — Brandon University.** The Department of Anthropology at Brandon University is seeking to fill a term position in Socio-Cultural Anthropology. The duration of the term will be one year, subject to budget. A PhD in Cultural Anthropology is preferred but ABD applicants will also be considered. The successful candidate will be expected to teach a wide range of undergraduate courses in Socio-Cultural Anthropology. The area of specialization is open, but expertise in social theory, gender, globalization and transnational processes would be particularly welcome. Evidence of an established program of research is also required. Rank and salary: Commensurate with qualifications and experience. Preferred start date: 1 August 2005. Deadline for applications: 30 March 2005 or until the position is filled. Candidates whose research and/or teaching interests contribute to the Faculty of Arts' priority hiring areas of Classics, Global Studies, Science and Technology, and/or Women's Studies are particularly encouraged to apply. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and research accomplishment to: Dr. Scott Grills (artsdean@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. For additional information on Brandon University visit our website at www.brandonu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Both women and men are encouraged to apply.

■ **ANTHROPOLOGY — University of Lethbridge.** The Department of Anthropology at the University of Lethbridge invites applications for a one-year term position at the rank of Assistant Professor to begin July 1, 2005, subject to budgetary approval. A PhD (at or near completion) is required. The position is topically and geographically open, but preference will be given to candidates with the capability to teach courses in gender, religion, and language, culture and communication. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, visit our web site at www.uleth.ca. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non-smoking environment. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, a statement of teaching philosophy, and names of at least three referees who are scholars in the field. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Catherine Kingfisher, Chair, Department of Anthropology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone (403) 329-2516; Fax: (403) 329-5109, or e-mail: c.kingfisher@uleth.ca. The closing date for applications is January 31, 2005.

■ **APPLIED HUMAN SCIENCES — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Applied Human Sciences.

■ **ARABIC — Dalhousie University.** Department of Classics at Dalhousie University invites applications for a 10-month limited term appointment, from 1 August 2005 to 31 May 2006, 100% of full time, at the rank of Assistant Professor/Lecturer. This position will be responsible for teaching three full classes in first-year Arabic and one full class in second-year Arabic. The successful candidate will be responsible for all aspects of teaching, grading, consultation with students and administration of the classes. In addition to teaching, administrative work will be assigned, including advising of students studying Arabic. Applicants should have completed the PhD or be close to finishing and have experience teaching at the University level. The salary will be commensurate with qualifications and experience. This position is subject to budgetary approval. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. A letter of application, complete and updated curriculum vitae, evidence of teaching effectiveness, and three letters of professional recommendation should be sent to: Dr. D. K. House, Chair, Department of Classics, Dalhousie University, Halifax, Nova Scotia B3H 4P9. The closing date for applications is January 31, 2005.

■ **ART CONSERVATION — Queen's University.** Applications are invited for a tenure-track position in the conservation of paintings in the Art Conservation program, to commence 1 July 2005. We seek an outstanding individual with a demonstrated commitment to excellence in research and teaching, and with particular expertise in the conservation of paintings. This position involves the supervision of graduate students in practical conservation and research, and lecturing in the history, technology, and conservation of paintings. Research and publications are also expected. The successful candidate will hold at least a master's degree (or equivalent) in art conservation with a specialization in the conservation of paintings, and will have significant experience in conservation practice and demonstrated teaching and research abilities. Experience in the conservation of contemporary art is an asset, as also is some administrative experience. This appointment will be made at the rank of assistant professor, and salary will be commensurate with qualifications and experience. The Art Conservation program offers a Master of Art Conservation degree (MAC) and interacts with fine arts (BFA) and art history (BA, MA, PhD) programs, all within the Department of Art. Further information may be obtained from our website: http://qsilver.queensu.

Saint Mary's University

Halifax, Nova Scotia, Canada

Tier I Canada Research Chair International Development Studies

The Position: The Faculty of Arts at Saint Mary's University invites applications or nominations for its Tier I Canada Research Chair in International Development Studies. This position is part of the University's research strategy to expand and strengthen its longstanding focus on international development, and to build capacity specifically in issues related to development in Latin America. Within this context, the specific area of research is open, but we are particularly interested in a candidate whose research addresses community economic development, and/or cultural and political issues affecting development policy in Latin American and Caribbean countries.

The Successful Candidate: The Government of Canada funds the Canada Research Chairs programme to promote world-class research in Canadian universities. According to the guidelines for Tier I Chairs, the successful candidate will have an established international reputation of innovation and leadership in international development combined with Latin American studies. The candidate will also have a demonstrated capacity to cultivate a community of researchers, including graduate students and scholars with interdisciplinary interests, and to engage broader communities in the research program. Subject to review and approval of the Canada Research Chairs Committee in Ottawa, the appointment to Saint Mary's University will be made at the full professor rank

Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, a commitment which it realizes through outreach activities, community-based research programs, and contributions to life-long learning. Its distinctly international character is reflected in its proportion of international students and success in securing funding for international projects. Saint Mary's has a number of collaboration agreements with universities and educational agencies around the world. Playing a key role in these strategic priority areas of activity, International Development Studies (IDS) is an interdisciplinary program offering undergraduate degrees as well as MA degrees and a Graduate Diploma. Within the Faculty of Arts, the IDS graduate programme has the highest number of enrollments. The faculty members associated with IDS are involved in a diverse range of well-funded projects and their research is widely published.

Applicants are asked to submit a curriculum vitae, an example of recently published work, and a proposal outlining the research programme to be undertaken should they be selected for the Canada Research Chair. They should also provide the names, addresses and contact number for three referees, and arrange for them to submit confidential letters of reference to Saint Mary's. Applicants are responsible for ensuring that their files are complete. The review of applications will begin on **February 7, 2005** and will continue until the position is filled.

Application packages and letters of reference should be sent directly to:

Dr. Henry Veltmeyer, Acting Coordinator
International Development Studies
Saint Mary's University
Halifax, Nova Scotia, B3H 3C3

This advertisement is directed in the first instance to Canadian citizens or landed immigrants. Saint Mary's University is committed to the principles of employment equity by gender and ethnic affiliation.

www.smu.ca

Queen's University

Canada Research Chair (Tier 1) Chiral Photonics

The Departments of Chemistry and Physics, Queen's University, invite applications for a joint Chemistry-Physics appointment as a Tier 1 Canada Research Chair (CRC) in Chiral Photonics. The Departments are seeking an established chemist/physicist with a demonstrated record of exemplary teaching and an international reputation for excellence in laser spectroscopy and/or surface nonlinear optics who can apply optical techniques to the formation, characterization and detection of chiral materials. The chair-holder is expected to lead the existing chiral technologies group in fundamental and applied studies of chiral materials, to spearhead a nascent photonics initiative, to participate in the formation of thematic inter-disciplinary research groups in other areas, to be a principal investigator on large multi-investigator research grants, to publish research of international importance in the field, to teach at the graduate and undergraduate levels, to participate constructively in Departmental and collegial activities, and to encourage by example interactions between researchers in Chemistry and Physics. The rank and salary offered will be commensurate with qualifications and experience. The preferred starting date will be July 1, 2006.

The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa. Additional information about the Departments of Physics and Chemistry are available at http://www.physics.queensu.ca and http://www.chem.queensu.ca, respectively. The main Queen's University website can be found at http://www.queensu.ca. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent residents will be given priority.

Please submit a detailed curriculum vitae, a statement of research interests and a research proposal, a statement of teaching interests and experience, and arrange to have three letters of recommendation from arm's-length referees sent to:

Dr. David A. Hanes
Head, Department of Physics
Queen's University
Kingston, Ontario K7L 3N6, Canada
head@physics.queensu.ca
Tel: 613-533-2706; Fax: 613-533-6967

Dr. David Wardlaw
Head, Department of Chemistry
Queen's University
Kingston, Ontario K7L 3N6, Canada
head@chem.queensu.ca
Tel: 613-533-2632; Fax: 613-533-6669

Review of applications will begin on **March 1, 2005** and continue until the position is filled.

QUEEN'S UNIVERSITY, KINGSTON, ONTARIO

www.queensu.ca

UNIVERSITY OF REGINA

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With over 12,500 students, 1,200 faculty and staff, and an operating budget of $112 million, the University of Regina is committed to being a great place to study and work. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to employment equity and is a partner in the Aboriginal Employment Development Program.

TIER 2 CANADA RESEARCH CHAIR POSITIONS
FACULTY OF FINE ARTS
In the area of Interactive Media - **www.uregina.ca/hr/recruitment.html**

LAW FOUNDATION OF SASKATCHEWAN CHAIR IN POLICE STUDIES
FACULTY OF ARTS
In the Department of Justice Studies - **www.uregina.ca/hr/recruitment.html**

TENURE-TRACK POSITIONS
FACULTY OF KINESIOLOGY AND HEALTH STUDIES
In the area of Adapted Physical Activity and/or Therapeutic Recreation
www.uregina.ca/hr/recruitment.html

TERM POSITIONS
FACULTY OF ARTS
In the Department of Anthropology and in the Department of Geography
www.uregina.ca/hr/recruitment.html

For more details on the University of Regina please visit www.uregina.ca

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

CAREERS CARRIÈRES

ca/arth/. The University invites applications from all qualified individuals. Queen's is committed to employment equity and diversity in the workplace, and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. Academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University, the details of which are posted at http://www.queensu.ca/qufa A letter of application, a full curriculum vitae, a statement of research program, copies of major publications, any other relevant materials, and three letters of reference (posted separately by the referees), should be sent to: Dr. John Osborne, Head, Dept. of Art, Queen's University, Kingston, ON, K7L 3N6. Review of applications will commence on February 14th, 2005.

■ **ATMOSPHERIC MODELLING — University of Waterloo.** The University of Waterloo has an immediate tenure track position in Atmospheric-Terrestrial Modelling. We seek an outstanding candidate who is capable of building a strong research program in modelling climate-related atmosphere-terrestrial interactions. Preference will be given to research areas that complement existing atmospheric, and environmental hydrologic and geochemical programs in the Faculty of Science. Appointment is at the Assistant Professor level but outstanding candidates will also be considered at the Associate Professor level. Evaluation of candidates will continue until the position is filled. A complete application must include a curriculum vitae of the candidate, a statement outlining the collaborative nature of the research program, two recent publications and the names of at least three referees. The Department of Earth Sciences at the University of Waterloo has a well-funded and diverse research program involving 20 full time faculty members, 8 research faculty members, 35 research staff and over 90 graduate students. The successful candidate will be eligible to join the Waterloo Centre for Atmospheric Sciences (http://science.uwaterloo.ca/wcas/), a consortium of academic, public and private sector scientists engaged in regional atmospheric modeling, laboratory aerosol research and atmospheric remote sensing. Inter-departmental ties and research are encouraged at the University of Waterloo. Active collaborations and cross-appointments exist with researchers in other departments including Civil, Mechanical and Chemical Engineering, Biology, Chemistry, Geography and Computer Science. Waterloo also hosts the Canadian Water Network, a national Network of Centres of Excellence http://www.cwn-rce.ca). The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. This appointment is subject to the availability of funds. Applications should be directed to Dr. Sherry Schiff, Chair, Search Committee, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (email: klalbrec@sciborg.uwaterloo.ca).

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■ **BIOLOGICAL SCIENCES — University of Alberta.** We invite applications for a tenure-track position in vertebrate evolution specializing in paleontology, functional morphology or comparative anatomy. This appointment will be made under the auspices of the Canada Research Chairs Program (http://www.cgo.ualberta.ca/crc.html). The Department of Biological Sciences in the Faculty of Science is a broadly-based department with a strong research group in systematics and evolution, with extensive museum collections. For additional information about the Department see http://www.biology.ualberta.ca/. The research of our 71 faculty members and 280 graduate students is supported by excellent facilities, including an aquatic biology facility, a molecular biology service unit, a fully equipped microscopy unit and an animal care facility. Candidates should submit a curriculum vitae, one-page summary of research plans and reprints of their three most significant publications electronically to positions@biology.ualberta.ca or by mail to: Dr. L.S. Frost, Chair, Department of Biological Sciences, CW-405 Biological Sciences Bldg., University of Alberta, Edmonton, Alberta, Canada T6G 2E9. Applicants must also arrange for three letters of reference to be sent to the Chair. The closing date is January 31, 2005. The effective date of employment will be July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **BIOLOGY — Carleton University.** As part of an initiative to strengthen our bioinformatics programs, the Department of Biology at Carleton University invites applications for a tenure-track faculty position at the rank of Assistant Professor in the area of Bioinformatics/Computational Biology. The position is to commence on July 1, 2005. Applicants should have a PhD degree and expertise in bioinformatics, computational biology or a closely-related field such as genomics or biotechnology. Advanced skills utilizing an in-depth knowledge of bioinformatics algorithms, tools and resources are strongly desired. We will consider candidates who combine laboratory investigations with the development and use of bioinformatic tools, and those who focus on theoretical approaches in silico. The successful candidate will have a strong commitment to excellence in teaching and research. He/she will be expected to develop and teach undergraduate and graduate courses, to establish an externally-funded, independent research program, and to contribute to graduate and undergraduate training. Excellent opportunities exist in the Ottawa region for collaborative work with government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. In addition, the Department has close links in teaching and research through a joint graduate program with the Department of Biology at the University of Ottawa. This position is subject to final budgetary approval. The application deadline is January 31, 2005. Applicants should send a curriculum vitae, brief descriptions of research plans and teaching interests, three recent publications, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Heizberg Laboratories, Carleton University, 1125 Colonel By Drive, Ottawa ON K1S 5B6 Canada; E-mail: marilyn_stock@carleton.ca. For further details see: http://www.carleton.ca/biology or http://www.carleton.ca/acadpositions. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **BIOLOGY — University of Waterloo.** The Departments of Biology and Health Studies & Gerontology of the University of Waterloo invite applications for a tenure track position at the Assistant or Associate Professor level in Mammalian Toxicology/Physiology. Applicants must have a PhD and post-doctoral experience and be prepared to establish an externally funded active research program. We are particularly interested in candidates using cellular and/or molecular approaches to explore an aspect of Mammalian Toxicology/Physiology, for example, toxicogenomics or biomarkers for human health. Duties include research, teaching at the undergraduate level and in the newly proposed Masters of Public Health program, and graduate student supervision. Candidates should be able to teach courses in environmental toxicology related to human health. The ability to interact in collaboration with a multidisciplinary team is an asset. Salary will be commensurate with qualifications and experience. Applicants should send their curriculum vitae, the names of three individuals willing to furnish letters of reference, and an outline (1–2 pages) of their proposed research program to: Chair, Department of Biology, Faculty of Science, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The closing date for applications is February 28, 2005 with a start date after July 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Additional information on the Department is available at http://www.scl.uwaterloo.ca/biology.

■ **BIOSTATISTICS — University of Waterloo.** Applications are invited for the position of post-doctoral fellow in biostatistics to be held in the Department of Statistics and Actuarial Science at the University of Waterloo. This fellowship is aimed at supporting the development of statistical methodology and software for the analysis of event history data. Event history data is the term used to describe information on the nature and timing of events occurring over the lifetimes of individuals or units. These data can arise from observing complex processes in settings such as medicine, manufacturing, sociology, demography, epidemiology, and public health. The types of problems motivating the research in this position occur in clinical and population health research. There will be contact and collaboration with health researchers in hospitals and other health research organizations, as well as the pharmaceutical industry. Specific areas of research include the analysis of recurrent events, multi-state models, and design for studies of chronic disease processes. Faculty in the department with interests in biostatistics include KS Brown, RJ Cook, G Fan, JF Lawless, CE Matthews, RJ O Hara Hines, PX Song, CA Struthers, ME Thompson, and GY Yi, among others. Candidates must possess a recent PhD in Statistics or Biostatistics and have a strong background in survival analysis, stochastic processes, statistical inference, and statistical/scientific computing. An interest in teaching and good communication skills would be an asset. The initial appointment will be for one year, with the possibility of renewal for a second year. The deadline for applications is February 28, 2005, but the position may be filled earlier than that date. Interested persons are encouraged to send a curriculum vitae and have three letters of reference sent to: Professor J.F. Lawless, Chair, Statistics and Actuarial Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including woman, members of visible minorities, native peoples, and persons with disabilities.

■ **BOTANY — Brandon University.** The Botany Department at Brandon University invites applications for a tenure-track faculty position effective January 2006, subject to budget. A PhD in Botany, Biology or Plant Sciences is required. Duties will include teaching undergraduate courses in topic areas of plant taxonomy, plant ecology, general biology, and economic botany. The position also provides an opportunity for undergraduate thesis supervision and the development of course(s) in the candidate's field of expertise. The successful candidate will be expected to establish a vigorous research program. The department is equipped to carry out basic and molecular aspects of botanical research. Preference will be given to applicants with a record of publication, postdoctoral experience and superior communication skills. Application deadline: March 15, 2005 or until the position is filled. Salary and Rank: Commensurate with the candidate's qualifications and experience. Please send curriculum vitae, a letter of application, indicate citizenship or Canadian immigration status, transcripts, statement of teaching philosophy, representative samples of research publications and the names and addresses including e-mail of three referees to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9, Canada; Fax: 204 728-7346; E-mail: wrightj@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **BUSINESS — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 3-year term appointment in Business Administration beginning September 1, 2005. This position will support both a Business minor and the initial years of a major in Business Administration. Candidates should also be aware that Grenfell is currently expanding Business programming. The successful candidate will be responsible for teaching courses including Introduction to Business, Accounting, Quantitative Methods, and Financial Management. An MBA is the minimal credential accepted and preference will be given to candidates who also possess a CA designation. Teaching experience at the university level is preferred. Candidates are asked to identify areas of research interest and activity. Salary will reflect qualifications and experience in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **BUSINESS — University of New Brunswick Saint John.** The Faculty of Business at the University of New Brunswick Saint John invites applications for tenure track positions for the 2005/2006 academic year in the following areas: Accounting, Management, (Strategic Management, Entrepreneurship), Marketing, Business Decision Analysis, Management Science, Production and Operations, Electronic Commerce, and MIS. The UNB Saint John Faculty of Business has an outstanding reputation for its innovation, global perspective, and leading efforts in E-Business and E-Commerce. First in Canada with E-Commerce degrees at the undergraduate and MBA levels, the Faculty was recently recognized as #1 in E-Business by Canadian Business Magazine's Ranking of Canadian MBA programs. The Faculty also hosts one of the first Electronic Commerce Research Centres (ECC) in North America, which is co-located with the National Research Council of Canada's IIT e-Health research arm. The successful candidate will hold a doctorate or be in the final stages of completing the dissertation. Strong research and teaching skills are required. Evident of ability to teach across disciplines and a commitment to community and institutional service will be seen as assets. Salary and rank is commensurate with qualifications and experience. All positions are subject to budgetary approval. Please send a letter of application, CV/resume, evidence of teaching proficiency and three letters of reference to: Dr. Shelley M. Rmehart, Dean, Faculty of Business, UNB Saint John, PO Box S050, Saint John, NB Canada E2L 4L5; e-mail to: mcelman@unbsj.ca. The closing date for applications is November 15, 2004 however applications will be accepted until the positions are filled. In the event that suitable tenure track applicants are not secured, sabbaticants and individuals with Masters level education and significant work experience will be considered for limited term appointments. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

■ **BUSINESS STRATEGY — Brock University.** Brock University invites applications for two (2) probationary tenure-track positions in Strategy at all levels starting July 1, 2005. These positions are subject to budgetary approval. Qualifications include a doctorate completed or near completion. Candidates in all specialty areas of Strategy are encouraged to apply. Position level and salary are commensurate with the applicants' qualifications. Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one-hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities. The Department of Marketing, International Business and Strategy has fifteen full-time faculty and is one of four departments in the Faculty of Business. The Faculty of Business, which has approximately 65 full-time members, offers four graduate programs: MBA and MBA International Students program, plus a Master of Accountancy and International Master of Accountancy. The Faculty of Business also offers two undergraduate programs (BBA and Bacc), each with highly regarded co-op options. These are required Strategy courses in each of the graduate and undergraduate programs. The Faculty of Business is AACSB accredited. Brock University is committed to a positive action policy aimed at reducing gender imbalance in Faculty; qualified women candidates are especially encouraged to apply. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Applications are accepted until the position is filled. Submit your application and curriculum vitae, along with the names of three references, a recent working paper and student evaluations (if available) to: Dr. Carman W. Cullen, Chair, Department of Marketing, International Business and Strategy, E-mail (preferred): Carman.Cullen@Brocku.Ca, Postal: Department of Marketing, International Business and Strategy, Brock University, St. Catharines, Ontario, L2S 3A1; Phone: 905-688-5550 ext 3220. More information on Brock University can be found on the University's website www.brocku.ca.

FACULTY OF ARTS

DEPARTMENT OF GEOGRAPHY
ASSISTANT PROFESSOR

The Department of Geography at the University of Regina invites applications for a two-year term appointment at the rank of **Assistant Professor**, commencing July 1, 2005.

The Department of Geography seeks a two-year term faculty member with expertise in **Cartography** and **Geographic Information Science**, to strengthen the department's existing strength in this area. Candidates from a broad range of theoretical and analytical perspectives will be considered, with research interests in either human or physical geography, but there is particular interest in hiring in the areas of resource management and/or environmental health. Methodological skills appropriate to the pursuit of these interests within a Cartographic and/or GIScience framework are required. Candidates who can further complement the Department's capabilities and whose interests augment and support the strategic research themes of the University and the department will be advantaged.

We seek an outstanding individual with demonstrated commitment to excellence in teaching and research. The successful candidate must have a Ph.D. (or be close to completion), a record of scholarly publication, evidence of excellence in teaching, and show the potential to develop an independent research agenda. The Department is committed to a balanced program of teaching, research, and service to the community.

Applications, including a covering letter, a statement of research and teaching interests, current curriculum vitae, graduate transcripts, and the names and addresses of three (3) referees, together with their e-mail, fax and telephone numbers should be sent by **February 15, 2005** to:

Dr. Robin Fisher, Dean
Faculty of Arts University of Regina
Regina, Saskatchewan, Canada, S4S 0A2
Fax. (306) 585-5368

Academic inquiries about this position may be addressed to:
Dr. Ben Cecil, Head, Department of Geography, (306) 585-4034
E-mail: ben.cecil@uregina.ca

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program

UNIVERSITY OF REGINA

University of Regina,
3737 Wascana Parkway, Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

RYERSON UNIVERSITY

Dean, Faculty of Business
Ryerson University

Ryerson is a university with a difference. Located in the multi-cultural heart of Canada's largest city, it is known for its distinctive mixture of innovative, professionally relevant programs and an educational experience built on the creative integration of theoretical and applied learning. It is increasingly known for the quality and value of its scholarship, research, and creative activity. Above all, it is recognized for the quality of its graduates, who are well prepared to contribute to their professions, their communities and society as a whole. Ryerson has 20,000 students registered in undergraduate degree programs, 650 in masters and doctoral programs, and almost 61,000 continuing education registrations. For more information on Ryerson University, visit **www.ryerson.ca**

Ryerson University is seeking a Dean of the Faculty of Business. The appointment will begin on July 1, 2005 for a term of five years.

The Faculty of Business comprises four schools – Business Management, Information Technology Management, Hospitality and Tourism Management, and Retail Management – and is the educational choice of over 6,000 undergraduates, making it the largest in Canada. A new Business building, located on Bay Street in downtown Toronto, is scheduled for completion in Fall 2006.

Reporting to the Provost and Vice-President Academic, the Dean leads the Faculty, with strategic responsibility for its academic programs, budgets, student and personnel matters, and overall planning. He/she will facilitate the development of graduate programs and research, and will collaborate with the Vice-President, University Advancement in the Faculty's fundraising and development endeavours. The ideal candidate will have a graduate degree in a relevant field, strong links with the business community, the ability to work with external advisory councils, and demonstrated leadership in a university or a comparably complex organization. Candidates should bring a high level of energy, enthusiasm and commitment to the position, be able to lead and manage change, have strong strategic management skills, and aspire to leave a significant legacy of personal and institutional accomplishment.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. Consideration of candidates will begin in January 2005. Please respond, or nominate candidates, in confidence to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
ryersonbus@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

CAREERS CARRIÈRES

C

■ **CANADIAN STUDIES — Carleton University.** Subject to budgetary approval, the School of Canadian Studies, Carleton University, invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in the Canadian Studies program, effective July 1, 2005. Candidates must demonstrate commitment to interdisciplinary teaching and research, hold a PhD in a humanities discipline or an interdisciplinary field and have publications and current research projects related to Cultural Studies. In particular, the candidate will have demonstrated expertise in at least two of: popular culture; collective identities in Canada; postcolonial and critical race theory, multiculturalism and citizenship. Knowledge of both French and English intellectual traditions in Canada would be an asset. Duties will include teaching at the undergraduate and graduate levels, supervision of masters and doctoral students, as well as co-ordination of the MA Cultural Studies program area. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience (including evaluations if available) to Francois Rocher, Director, School of Canadian Studies, Carleton University, 1125 Colonel By Drive, Ottawa, ON, K1S 5B6. At the same time, candidates should arrange to have three referees send supporting letters to the same address. The deadline for receipt of applications is February 28, 2005. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, Aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **CANADIAN STUDIES — Wilfrid Laurier University.** Applications are invited for a tenure-track appointment, subject to budgetary approval, at the rank of Assistant or Associate Professor in Canadian Studies, effective 1 July 2005. The Faculty of Arts is committed to the growth and development of its Canadian Studies Program and is searching for a candidate with a completed PhD who (i) will be expected to take an active role in the development and activities of the Program and to work in an interdisciplinary context; (ii) will have demonstrated expertise in teaching and will have responsibilities in the Program's introductory and undergraduate courses; (iii) has demonstrated research expertise in one or more fields of Canadian studies. The search is open to all areas of interdisciplinary expertise and backgrounds in Canadian Studies, particularly those at the intersection of Canadian and global issues and events. Applicants are asked to submit a curriculum vitae and covering letter, a teaching dossier and writing sample (max. 25 pages) and to arrange for three letters of reference to be sent to: Dr. Christ Verduyn, Director, Canadian Studies Program, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5 by 15 February 2005. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **CHEMICAL ENGINEERING — University of British Columbia.** The Department of Chemical and Biological Engineering of the University of British Columbia invites applications for a tenure-track appointment at the Assistant Professor level starting July 1, 2005, or soon thereafter. Applicants should have a PhD in Chemical Engineering or a closely related field, and have a strong commitment to high quality undergraduate and graduate teaching in the environmental engineering or process engineering options of the Department's undergraduate program. Relevant industrial experience would be an asset and eligibility for registration as a Professional Engineer is essential. Excellent teaching and communication skills are required. The successful candidate must possess the skills, background and motivation needed to build an independent research program of international recognition that will complement current activities in the Department. Applications, including curriculum vitae, a short statement of teaching and research interests, and the names and addresses of at least three references, should be sent to: Dr. Kevin J. Smith, Head, Department of Chemical and Biological Engineering, The University of British Columbia, Vancouver, B.C. Canada, V6T 1Z4. The deadline for receipt of applications is February 11, 2005. The position is subject to final budgetary approval. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. The Department of Chemical and Biological Engineering at the University of British Columbia offers an undergraduate program leading to the BASc degree with options in Biological, Environmental and Process Engineering. Graduate programs leading to the degrees of MEng, MASc, MSc, and PhD are offered in several important areas of chemical engineering, including fluidization, pulp and paper, biotechnology, environmental engineering, biomedical engineering, thermodynamics, transport phenomena, electrochemical engineering, polymer processing, catalysis and process control. The Department has close connections with UBC interdisciplinary centres such as the Clean Energy Research Centre, the Michael Smith Laboratories, the Advanced Materials and Process Engineering Laboratory, and the Pulp and Paper Centre. Details about the Department and its current research programs are available at http://www.chml.ubc.ca.

■ **CHEMISTRY — Carleton University.** Applications are invited for a full-time tenure track position at the rank of Assistant Professor in the Department of Chemistry at Carleton University to commence July 1, 2005. Candidates must hold a doctoral degree and should have demonstrated ability in the field of Bio-Inorganic Chemistry, including expertise in the design of biosensors. The successful candidate will have a strong commitment to excellence in teaching and research. He/she will be expected to build a strong externally-funded research program, to be active in graduate student supervision and to teach and develop courses at the graduate and undergraduate levels. Collaborations with local research facilities are encouraged. This position is subject to final budgetary approval. The deadline for receipt of applications is January 31, 2005. Applications, including a research proposal, curriculum vitae and the names of three referees, should be sent to: Dr. G.W. Buchanan, Chairman, Department of Chemistry, Carleton University, 1125 Colonel By Drive , Ottawa, ON K1S 5B6 Canada. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **CHEMISTRY — University of Western Ontario.** The Departments of Chemistry and Physics & Astronomy are pleased to announce a search for a Tier 1 (Senior) Canada Research Chair at the Associate (probationary or tenured) or Professor (tenured) level in the area of condensed matter physics or chemistry with expertise in nanotechnology/biolphotonics. The starting date will be July 1, 2005 or thereafter. The University of Western Ontario has launched a major initiative in novel materials science. Under a $76 M Canada Foundation for Innovation/Ontario Innovation Trust award, a 4000 sq. ft. fabrication facility was constructed in 2002 to house state-of-the-art tools for the synthesis, pottering and functionalization of novel materials. Photonic bandgap materials constitute one class of special interest. Under a $45M, 5-year, multi-university project, the Ontario Photonics Consortium, UWO will be recruiting sharply increased numbers of graduate students and postdoctoral fellows to enhance its research programs. Applications are invited from all interested and qualified individuals. Prospective candidates may visit our home pages at http://www.physics.uwo.ca/, http://www.uwo.ca/chem/ or http://wins.uwo.ca/wins.htm. See http://www.chairs.gc.ca/ for details concerning the CRC program. The successful candidate must have an outstanding research record in nanotechnology/(bio)photonics, and demonstrate proven qualities of vision, leadership and resourcefulness. She or he will take on the major responsibility for the development of a vigorous research program and will be expected to supervise graduate students and to participate in teaching at the graduate and undergraduate levels. Candidates should submit a curriculum vitae, a list of publications, and a research plan, and must arrange for at least three letters of reference to be sent to: Professor James M. Moorhead, Actng Chair, Department of Physics & Astronomy, The University of Western Ontario, London, Ontario N6A 3K7, Canada. The closing date for applications is March 15, 2005. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apoly; however Canadians and permanent residents will be given priority. The University of Western Ontano is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **CHEMISTRY & BIOCHEMISTRY — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Chemistry and Biochemistry.

■ **CIVIL & ENVIRONMENTAL ENGINEERING — University of Windsor.** The University of Windsor invites applications for a Canada Research Chair Tier II, tenure-track position in the Department of Civil & Environmental Engineering in the area of Environmental Hydraulics at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. R. Balachandar, PhD, PEng, Head, Civil and Environmental Engineering Appointments Committee, c/o Office of Faculty Recruitment and Retention, Room 325D Chrysler Hall Tower, University of Windsor, Windsor, Ontario, N9B 3P4, Phone: 519-253-3000 Ext. 2550, Fax: 519-561-1420, E-mail: appteng@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Gravich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **CIVIL ENGINEERING — McGill University.** The Department of Civil Engineering and Applied Mechanics at McGill University invites applications for a tenure track appointment at the Assistant Professor level or at a higher level if qualified for a Tier I or Tier II Canada Research Chair (CRC) in the area of infrastructure engineering. The Department has 15 fulltime Professors whose research and teaching interests cover the general areas of applied and computational mechanics, infrastructure engineering, structural engineering, materials, environmental engineering, geo-environmental and geotechnical engineering, fluid mechanics and water resources engineering and transportation engineering. There are approximately 300 full-time students at the undergraduate level and approximately 80 graduate students in MEng and PhD programs. Information about the Department and McGill University can be found at http://www.mcgill.ca/civil. Applicants for this position should hold a doctoral degree and have a demonstrated commitment to teaching infrastructure engineering oriented courses at both the undergraduate and graduate levels. The successful candidate must demonstrate a capability to sustain research activity in areas related to infrastructure engineering with a preference for expertise in durability, evaluation and rehabilitation of structures. Professional experience in this field is considered an asset. The applicant should have a strong interest and expertise in experimental research. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The position is subject to final budgetary approval of the University. McGill University is committed to equity in employment. Membership or eligibility for membership in a Canadian professional engineering association is a requirement. The position is available as early as June 1, 2005. Interested candidates should submit an application which includes a statement of teaching and research interests, names and addresses of three referees and copies of recent publications to Professor D. Mitchell, Chair, Department of Civil Engineering and Applied Mechanics, McGill University, 817 Sherbrooke Street West, Montreal (Quebec), H3A 2K6 or by e-mail to Denis.Mitchell@mcgill.ca.

■ **CIVIL ENGINEERING — Royal Military College of Canada.** The Civil Engineering Department of the Royal Military College of Canada invites applications for a tenure track position at the level of Assistant Professor with expertise in geotechnical engineering. The Department is seeking to strengthen its graduate program, increase it's role in the GeoEngineering Center at Queen's-RMC and promote collaboration with other departments and organizations. Our graduate program is accredited by OCGS and supports both military and civilian students at the masters and doctoral levels. Financial support can be obtained from within DND (Department of National Defence), other governmental organizations, national funding agencies such as NSERC, CFI, CresTech, MTO HIIFP, and Industry. The successful candidate will be a member of a very active and collaborative research program at RMC and Queen's through the jointly formed GeoEngineering Center at Queen's-RMC. World-class test facilities are in place at RMC for research in the area of reinforced soil structures and earthquake engineering. Applicants with strong numerical modelling skills in geomechanics are particularly welcome in order to complment on-going experimental research at the Centre. The required qualifications are a PhD in Civil Engineering and an acceptable record of publications in the area of speciality. Candidates must also be eligible for registration as a Professional Engineer in Ontario. The successful candidate should be prepared to teach in his or her area of specialization at the undergraduate level as well as in other areas of Civil Engineering as required by the department. Additionally, the successful candidate will be expected to apply for external funding (including NSERC grants), conduct research in geotechnical and related fields, and teach graduate courses. The successful candidate should also be able to communicate in both official languages although the teaching may be in English only. Experience with DND and/or other Canadian Forces may be an asset. For further information about this employment opportunity, candidates are invited to contact Dr. Pierre Quenneville in the Department of Civil Engineering at (613) 541-6000, ext. 6394, or by email at quenneville-p@rmc.ca or Dr. Richard J. Bathurst at (613) 541-6000, ext. 6479, or by email at bathurst-r@rmc.ca. Information about the Department can also be found in the RMC web pages at http://www.rmc.ca/academic/civil/index_e.html. The salary range for an Assistant Professor is $43,126 to $74,000 under the collective agreement that expired on 30 June 2004. The starting salary for this position will be commensurate with the experience and qualifications of the successful candidate. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including, a copy of their academic transcripts (undergraduate and graduate), a summary of research interests, three sample publications and three letters of recommendation to: Ms. Lucille Maillet, Civilian Human Resources Office (Kingston), Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4; Phone: (613) 541-5010, ext 5037; Fax: (613) 541-4496; Email: maillet.lm@forces.gc.ca. The expected starting date for the position is no later than 1 July 2005. The closing date for applications is 31 March 2005. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/cicic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men.

■ **CIVIL ENGINEERING — McMaster University.** The Faculty of Engineering of McMaster University is seeking an outstanding individual for a tenure track position at the rank of Assistent Professor, who has research and teaching expertise in the area of Engineering and Public Policy. Applicants are expected to have a PhD and an undergraduate degree in engineering. Research interests could be in one or more of the following areas: environmentaf systems, sustainable infrastructure, green building, sustainable transportation, and/or green energy systems. The successful candidate will become a member of one of the Engineering departments and will play a role in McMaster's new Centre for Engineering and Public Policy, which will be situated within the newly developed McMaster School of Engineering Practice. The Faculty has a long-standing undergraduate program, Engineering and Society, and is planning a masters degree that will prepare students for careers in engineering fields with public policy implications. The successful candidate will be expected to contribute to teaching in both graduate and undergraduate programs and to develop a strong research program. Applicants should send a letter of application, full CV including a list of publications, statement of teaching and research interests, a selection of research publications, and the names of at least three references (with postal and email addresses). Registration, or eligibility for registration, by Professional Engineers Ontario will be considered an asset. Please send the application materials to the attention of Dr. M. Elbestawi, Dean, Faculty of Engineering, McMaster University, Hamilton, Ontario, Canada L8S 4L7. Applications will be accepted until January 31, 2005. All qualified candidates are encouraged to apply; however, Canadian Citizens and permanent

FACULTY MEMBER
CONFLICT ANALYSIS & MANAGEMENT

Royal Roads University is seeking applications for the position of Faculty Member in our Peace & Conflict Studies Division. You will play a key role in the delivery of the Master of Arts program in Conflict Analysis & Management. MACAM is an interdisciplinary program focused on theoretical and applied approaches to the system level management of intergroup and organizational conflict in a variety of domestic and international settings.

Qualifications include demonstrated teaching excellence at the graduate level and an ability to work with a team in an interdisciplinary competency-based curriculum. Applicants must have a Ph.D. in conflict resolution or a related field, with a broad theoretical understanding of social conflict extending beyond the interpersonal level, strong applied skills at the organizational, community and/or international level, experience in curriculum design and development, as well as graduate research supervision experience.

For information and application instructions, visit our website at www.royalroads.ca

ROYAL ROADS UNIVERSITY

Arts et sciences

La Faculté des arts et des sciences sollicite des candidatures pour :

Un poste de professeure ou professeur	>	*au rang d'adjoint*, au Département de démographie, avec spécialisation en fécondité et famille.
Un poste de professeure ou professeur	>	*au rang d'adjoint ou d'agrégé*, au Département de démographie, dans le domaine des statistiques sociales.
Deux postes de professeure ou professeur	>	*au rang d'adjoint*, au Département de linguistique et de traduction, dans le domaine de la traduction vers l'anglais ou vers le français et en traduction générale ou spécialisée.
Un poste de professeure ou professeur	>	*au rang d'adjoint ou récemment agrégé*, au Département de philosophie, dans le domaine de l'éthique.
Un poste de professeure ou professeur	>	*au rang d'adjoint ou récemment agrégé*, au Département de physique, dans le domaine de la biophysique expérimentale.
Un poste de professeure ou professeur	>	*au rang d'adjoint*, au Département de psychologie, dans le domaine de la psychologie clinique de l'enfance et de l'adolescence.
Un poste de professeure ou professeur	>	*au rang d'adjoint*, à l'École de service social, dans le domaine du travail social (évolution des pratiques ou action communautaire).

Date d'entrée en fonction : Variable selon les postes (sous réserve d'approbation budgetaire).

Conformement aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse en priorité aux citoyens canadiens et aux résidents permanents.
L'Université souscrit à un programme d'accès à l'égalité en emploi pour les femmes et au principe d'équité en matiere d'emploi.

Pour de plus amples informations, veuillez consulter notre site web :
www.fas.umontreal.ca

Université de Montréal

CAREERS CARRIÈRES

residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in reliability and risk analyses of structural systems with an emphasis on steel structural systems. The successful candidate must complement the recently established Industrial Research Chair in Risk-Based Life Cycle Management of Engineering Systems. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CIVIL ENGINEERING — University of Waterloo.** The Department of Civil Engineering at the University of Waterloo invites outstanding individuals to apply for a tenure-track position at the Assistant or Associate Professor rank. Candidates must have a strong background in structural engineering and applied mechanics and a research record in the area of rehabilitation of steel structures and bridges with expertise in structural health monitoring, composite materials, fracture mechanics or mechanics of fatigue. The successful candidate must complement the recently established Canada Research Chair (Tier II) in Structural Rehabilitation. Applicants should have a PhD in Civil Engineering or a closely related field. Eligibility for Professional Engineering registration in Ontario would be an asset. The anticipated start date for the position is May 1, 2005 or soon after. Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable but not a requirement. The successful applicant is expected to have excellent communication skills and be able to supervise graduate students and teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering. This position is subject to availability of funds. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and FAX number of at least three references. Mail to Professor Leo Rothenburg, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Applications will be considered at any time until the position is filled.

■ **CLASSICS, MODERN LANGUAGES & LINGUISTICS — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Classics, Modern Languages and Linguistics.

■ **COGNITIVE SCIENCE — Carleton University.** Assistant Professor of Linguistics and Cognitive Science (tenure-stream), July 2005, subject to budgetary approval. This is a joint 50-50 appointment in the Institute of Cognitive Science and the School of Linguistics and Applied Language Studies. Applicants should have a PhD in Linguistics with some interdisciplinary experience in computational or experimental approaches to language, or a PhD in Cognitive Science with a strong background in generative linguistic theory. Further qualifications include evidence of strong research potential and commitment to excellence in teaching. Responsibilities will include teaching undergraduate courses in linguistics, and undergraduate and graduate courses in cognitive science, student supervision and advising, and departmental service. Carleton University is a research-intensive university in Canada's capital. We offer a PhD in Cognitive Science and an MA in Applied Language Studies. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including a c.v., at least three letters of reference, samples of recent research, and evidence of excellence in teaching should be sent to: Prof. Andrew Brook, Director, Institute of Cognitive Science, 2201 Dunton, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. For further information, email Prof. Brook (abrook@carleton.ca) or the Director of the School for Linguistics and Applied Language Studies, Prof. Desmond Allison (desmond_allison@carleton.ca) or visit http://www.carleton.ca/ics/ or www.carleton.ca/slals/. Deadline for consideration in the first round: December 1. However, we will continue to receive new applications until the position is filled.

■ **COMMUNICATION — Carleton University.** Subject to budgetary approval, Carleton University invites applications for a tenure-track position at the rank of Assistant or Associate Professor in the Mass Communication Program of the School of Journalism and Communication. Areas of emphasis within the Communication degrees include: socio-cultural analysis of communication, communication policy, history and theory of communication, political economy of communication, and communication and technology. Candidates should be able to demonstrate teaching and research achievements in one or more of these fields. Carleton University offers PhD, MA, and BA programs in Communication. The successful candidate will be expected to contribute to all three degree programs. Anticipated starting date of the appointment is July 1, 2005 (negotiable). Applicants should provide a detailed curriculum vitae and arrange for three letters of reference to be sent to: Dr. Paul Attallah, Chair, Hiring Committee (Communication), School of Journalism and Communication, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. The closing date for applications is February 15, 2005.

■ **COMMUNICATION — Simon Fraser University.** The School of Communication invites applications for a tenure-track position at the rank of Assistant Professor in the area of political economy/critical policy analysis of cultural and communication industries and technologies. The successful candidate will have national and international focus on at least two of the following areas: history and theory of political economy; comparative analysis of communication industries and regulatory regimes; international communication and global media governance. Candidates should have a PhD in communication, or a cognate field, with demonstrated skill in undergraduate teaching, including communication research methods. Candidates will be expected to supervise, mentor and teach graduate students, and to participate in the governance and affairs of the School. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. All appointments are subject to budgetary authorization. Applications should include a CV, a statement of research and teaching interests, and a sample of published work (or a work prepared for publication). Letters from three referees should be sent directly to the School. Applications must be received by February 25, 2005, addressed to: Dr. Martin Laba, Director, School of Communication, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6 Canada.

■ **COMMUNICATION STUDIES — University of Windsor.** The University of Windsor invites applications for three tenure-track positions in the Department of Communication Studies in areas of Communication Technologies/Communication Policy, Political Economy, Communication History and Media Production/Alternative Media at the rank of Assistant or Associate Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Jim Wittebols, Head, Department of Communication Studies, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext 2896, Fax: 519.971.3642, E-mail: jhw@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6606 (toll free) or recruit@uwindsor.ca.

■ **COMMUNICATION STUDIES — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Communication Studies.

■ **COMPUTER SCIENCE — University of Toronto.** The Department of Computer Science at the University of Toronto invites applications for an appointment at the rank of Assistant Professor in the area of computational biology or bioinformatics to begin July 1, 2005. Appointments at more senior ranks may be considered in exceptional cases. The department has extensive strong database, machine learning, and theoretical computer science research groups with strong interests in computational biology, and existing ties to a number of experimental research labs in other units at the University. The successful candidate will have the opportunity to facilitate further interaction with other units and take advantage of the strengths in computational biology and bioinformatics (and medical and biological sciences more broadly) that exist across the University. Candidates should have (or be about to receive) a PhD in computer science, or in another relevant field with a research focus on computational methods applied to biological problems and data. The candidate must demonstrate an ability to pursue innovative research, and a strong commitment to graduate and undergraduate teaching. Salaries are competitive with our North American peers and will be determined according to the successful applicants' experience and qualifications. Applicants should reference DCS SU 04-05-4 and include a curriculum vitae, a list of publications, and the names and addresses of at least three references, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text, postscript or PDF only) to faculty-search@cs.toronto.edu or, if that is not possible, by post to Faculty Recruiting Committee Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario M5S 3G4 Canada. The review of applications will commence on January 10, 2005 and will continue until the position is filled. Applications should be received by March 1, 2005 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Toronto.** The Department of Computer Science at the University of Toronto invites applications for an appointment at the rank of Associate or Full Professor in the area of Human-Computer Interaction. The Department intends to nominate the successful candidate to a Tier 1 Canada Research Chair. These federally endowed chairs are open to all nationalities (http://www.chairs.gc.ca). Appointments will be made at the rank of either Associate or Full Professor, to begin July 1, 2005 or thereafter. We consider demonstrated excellence in both research and teaching, consistent with academic rank, to be of prime importance. Candidates must have a PhD in computer science or other relevant field, and must demonstrate an ability to pursue innovative research, and a strong commitment to graduate and undergraduate teaching. Our vibrant HCI research group has a strong international reputation and over 20 graduate students, and has close ties to other relevant units within the University. The successful candidate will enhance the depth and breadth of this group. Salaries are competitive with our North American peers and will be determined according to the successful applicants' experience and qualifications. Applicants should reference DCS CRC #39-0405-3 and include a curriculum vitae, a list of publications, and the names and addresses of at least three references, and may additionally include a research and teaching statement and other supporting documentation. Please send by email (text, postscript or PDF only) to faculty-search@cs.toronto.edu or, if that is not possible, by post to Faculty Recruiting Committee Chair, Department of Computer Science, University of Toronto, 10 King's College Road, Rm. 3303, Toronto, Ontario M5S 3G4 Canada. The review of applications will commence on January 10, 2005 and will continue until the position is filled. Applications should be received by March 1, 2005 for full consideration during the current recruitment cycle. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Waterloo.** The School of Computer Science, University of Waterloo, invites applications for a definite term appointment at the rank of Lecturer. A candidate must possess a graduate degree in Computer Science, Computer Engineering or equivalent, and must demonstrate an aptitude for teaching broadly in Computer Science. Duties will focus on the coordination, development, and teaching of upper-year courses in support of the non-major programs of the Faculty of Mathematics, including business-oriented programs such as the Mathematics/Business Administration plans. Candidates are referred to www.math.uwaterloo.ca for current details of such programs. Applications will be considered until the position is filled. These positions will normally have a teaching load of six one-term courses per year and some administrative and scholarly duties as determined by the Director of the School. Waterloo pioneered the co-operative education system in Canada, and now has the largest co-operative education program in North America. The School of Computer Science is well known for its high quality undergraduate programs. For more information, please see our web page at http://www.cs.uwaterloo.ca. Interested candidates are invited to submit a detailed curriculum vitae, as well as the email addresses of three references, who are able to comment on the applicant's teaching ability. Teaching dossiers or other evidence of strong teaching experience are also welcome. The application should be directed to: Chair, Lecturer Hiring Committee, School of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; lecturer_hiring@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The University of Waterloo encourages applications from all qualified individuals, including women and members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority.

www.careers.ualberta.ca

UNIVERSITY OF ALBERTA
EDMONTON, ALBERTA CANADA

Chair, Department of Art and Design

The Faculty of Arts at the University of Alberta invites applications for the position of Chair, Department of Art and Design, with appointment to take effect on July 1, 2005. The Department of Art and Design is an exciting and wide-ranging academic unit employing 20 full-time faculty, 10 full-time equivalent sessional instructors, and 15 full-time continuing support staff across seven major disciplines, each with graduate program specializations in Drawing, Painting, Printmaking, Sculpture, Industrial design, Visual Communication Design and History of Art, Design and Visual Culture. The Department offers BA, BDes, BFA, MA, MDes and MFA degrees. It also administers a major Edmonton visual art facility, the FAB Gallery. It includes a Canada Research Chair on its faculty and is home to a University centre of research excellence in printmaking. The Department attracts 4000 half course equivalent undergraduate registrations per year. It has 40 graduate students and an operating budget of $3.5 million. It includes advanced specialized labs and studios for rapid prototyping, photography, all media for printmaking, five design computer labs, a 125-seat lecture theatre and a visual resource centre. The total annual research/project grants (2000-2005) is on average $500,000 per year. The Faculty of Arts also includes Departments of Drama and Music and eleven other departments in the social sciences and humanities, with which the Department of Art and Design often interacts collaboratively.

The University of Alberta, founded in 1908, is one of Canada's largest research universities, and is situated in the provincial capital, Edmonton, a metropolitan area of over 1,000,000 with a vibrant artistic community and an excellent standard of living. The campus is located adjacent to one of the largest municipal park systems in North America and is approximately 3 hours by car from the Canadian Rocky Mountains. For more information' **www.ualberta.ca/artdesign/** or **www.ualberta.ca/**.

The successful candidate will be a proven academic leader, ideally with prior administrative experience and a commitment to excellence in teaching, creative activity and research. He or she will have strong interpersonal communication skills and will be able to articulate a broad vision of the visual arts as well as a clear operational sense of how all areas of the department can be promoted and their activities supported. The chair will be expected to provide consultative and collaborative leadership, working with faculty, students and staff. The chair will also be expected to work cooperatively with the Office of the Dean and the chairs of other Departments. The successful applicant should have a record in art, design or scholarship suitable for appointment as a full professor or senior associate professor with tenure. The term of the appointment as chair is for five years, renewable (once) by review.

Please submit applications, including a CV and a statement of reasons for suitability for the position, together with the names of four referees who the committee may contact, by **January 31, 2005**. Application materials should be directed to:

Dr. Daniel R. Woolf, Dean
Faculty of Arts
University of Alberta
Humanities Centre Room 6-33
Edmonton, Alberta, Canada
T6G 2E5

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Tenure Track Positions

Faculty of Engineering and Computer Science

The Department of Electrical and Computer Engineering at Concordia University invites applications for tenure-track positions at the Assistant, Associate or Full Professor levels with teaching and research expertise in one or more of the following areas: (a) software engineering, including software architecture and model driven development, security and reliability issues; (b) real-time systems with focus on distributed systems, embedded systems design and evaluation; (c) dependable systems, including fault-tolerance aspects in ubiquitous and pervasive computing; (d) VLSI design, synthesis and modeling with emphasis on low-power application specific implementations; (e) power electronics with applications in high-speed digital circuits and low-voltage semi-conductor technology; (f) nano and micro-electronics systems and technologies; and (g) other emerging areas of electrical and computer engineering.

The applicant should have a PhD degree in Electrical Engineering, Computer Engineering, or Computer Science. The candidate will be required to obtain a professional engineering license from a province in Canada within a reasonable period of time after joining the Department.

The Department has strong undergraduate and graduate (MEng, MASc, and PhD) degree programs in Electrical and Computer Engineering with more than 40 faculty members, and 1200 undergraduate and 650 graduate students. The Department is committed to excellence in teaching and research.

Applications should include a resume, a statement on research and teaching, and the names of at least three references. Applications will be considered until vacancies are filled. They should be mailed, faxed, or e-mailed to:

Dr. M. Omair Ahmad, Professor and Chair
Department of Electrical and Computer Engineering
Concordia University
1455 de Maisonneuve West
Montreal, Quebec
H3G 1M8 Canada

FAX: (514) 848-2802
Phone: (514) 848-2424 ext. 3142
Email: kim @ ece.concordia.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY

Real education for the real world

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Montreal, Quebec, Canada

CAREERS CARRIÈRES

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for several tenure-track faculty positions in the School of Computer Science, with priority for researchers in the areas of human-computer interaction, bioinformatics, scientific computing, and software security. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. With over 65 faculty members, the University of Waterloo's School of Computer Science is one of the largest in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor: this policy has encouraged the creation of many spin-off companies including iAnywhere Solutions Inc., Maplesoft Inc. and Open Text Corp. For further information on the School of Computer Science, please see our web page at http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-chair@cs.uwaterloo.ca, or by post to: Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

■ **COMPUTER SCIENCE — University of Waterloo.** The University of Waterloo invites applications for tenure-track faculty positions in the School of Computer Science, in the area of human-computer interaction. Candidates at all levels of experience are encouraged to apply. Successful applicants who join the University of Waterloo are expected to develop and maintain a productive program of research, attract and develop highly qualified graduate students, provide a stimulating learning environment for undergraduate and graduate students, and contribute to the administration of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence dunng the 2005 calendar year. Exceptional candidates may be considered for a Tier 2 Canada Research Chair. For more information on the School of Computer Science, please see our website at http://www.cs.uwaterloo.ca. Applications should be sent by electronic mail to cs-chair@es.uwaterloo.ca, or by post to Chair, Advisory Committee on Appointments, School of Computer Science, University of Waterloo, Waterloo, Ontario Canada N2L 3G1. An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encourd ged to apply; however, Canadian citizens and permanent residents will be givan priority.

■ **COMPUTER SCIENCE — Simon Fraser University.** The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for continuing Lecturer/Senior Lecturer positions, to be located at the university's new campus in Surrey, An M.Sc. in Computing Science or a related area is required, with a PhD preferred. The ideal candidate will have a strong commitment to excellence in teaching, demonstrated teaching ability, excellent communication skills, and will be able to teach a wide variety of undergraduate courses. Duties will include a normal teaching load of six courses over a three semester period. There will be the opportunity to participate in course, curriculum, and program development, which may result in a reduction in teaching load. The successful candidate will be expected to participate in general School committee work. University policies governing the position may be found at www.sfu.ca/policies/academic/a12-01.htm. Simon Fraser University is consistently one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 PhD and M.Sc. students, 700 undergraduate majors, and 54 faculty members at its two campuses. As well, it offers an Honours program, and various joint Honours and Majors degree programs. It provides two undergraduate specialist programs, in multimedia computing and software engineering. The School is currently in a phase of strong growth, including the development of a full presence at the new Surrey campus. This campus, a 25-minute drive from the main campus in Burnaby, is situated in Central City, an award-winning architectural complex south of the Fraser River. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. The positions are to start as of September 1, 2005, although an earlier start date is possible. Applications will be accepted until the position is tilled; however to be assured consideration by the search committee, applications must be received by February 15, 2005. All positions are subject to budgetary approval. For additional information see http://www.es.sfu.ca/. To apply, send a curriculum vitaa, and the names, addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6. Email: facultysearch@cs.sfu.ca.

■ **COMPUTER SCIENCE — Simon Fraser University.** The School of Computing Science at Simon Fraser University in Greater Vancouver invites applications for multiple tenure-track positions at the Assistant Professor level. Outstanding candidates at more senior levels may also be considered. A PhD in Computing Science or equivalent is required, with a strong commitment to excellence in research and teaching. Candidates at the more senior levels should have a strong record of publication, research funding, and student supervision and instruction. Preference will be given to candidates in the areas of multimedia, computer graphics and visualization, computer-human interaction, databases, and bioinformatics. However, the overall innovation and promise of the candidate's work will be considered as important as any specific area. Simon Fraser University is consistently one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 PhD and MSc students, 700 undergraduate majors, and 54 faculty members, across two campuses. As part of the "Doubling the Opportunities" program of the provincial government, both the number of faculty and students are to be significantly increased. The main Simon Fraser University campus is situated on Burnaby Mountain in Greater Vancouver, while the newer Surrey campus is situated 25 minutes away in Central City, an award-winning architectural complex south of the Fraser River. Vancouver thrives as a scenic waterfront city located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the positions are filled; however to be assured consideration by the search committee, applications must be received by February 15, 2005. All positions are subject to budgetary approval. For additional information see www.cs.sfu.ca To apply, send a curriculum vitae, evidence of research productivity, and the names,addresses and phone numbers of three referees to: Faculty Search, School of Computing Science, Simon Fraser University, Burnaby, British Columbia, Canada, V5A 1S6 email: faculty-search@cs.sfu.ca.

■ **COMPUTER SCIENCE — Carleton University.** The School of Computer Science at Carleton University invites applications for a Tier II Canada Research Chair (CRC) in Bioinformatics. The School is particularly seeking a computer scientist whose research focuses on problems in Biology. The Canada Research Chair programme (www.chairs.gc.ca), established by the Government of Canada, promotes internationally-recognized research at Canadian universities. Carleton University is located in Ottawa, Canada's capital. Ottawa has a strong and rapidly growing industrial sector in the life sciences. Excellent opportunities exist in the Ottawa region for collaborative work with federal government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. The School's research strengths include algorithms, high performance computing, databases, biologically-inspired computing, network and distributed computing, and digital security. The School has an NSERC Industrial Research Chair in Applied Parallel Computing and a Tier I CRC in Network Security. The School is a partner in the High Performance Computing Virtual Lab consortium (HPCVL), which recently received $12.8M in additional government funding. The Department of Biology at Carleton has several researchers with interests in Bioinformatics, and close links in teaching and research with the Department of Biology at the University of Ottawa through a joint graduate programme. In addition, the School and the Department of Biology have recently developed an undergraduate programme in Bioinformatics, currently offered as a stream within the Bachelor of Computer Science degree programma. This tenure-track appointment will be at the rank of Assistant or Associate Professor, depending on qualifications, and will be conditional on the successful candidate being approved as a Tier II Canada Research Chair. The successful candidate will have a PhD in Computer Science or related discipline, demonstrated expertise in Bioinformatics, an outstanding record of research accomplishments, show strong potential to become a leader in his/her disciplinary area, and have an interdisciplinary orientation which will facilitate interactions with researchers in Biology and Biochemistry in particular. The deadline for applications is January 31, 2005, but applications will be accepted as long as the position remains unfilled. The anticipated start date is July 1, 2005, but other dates are possible. Candidates should send a curriculum vitae and a statement outlining their past research and future research plans, and arrange for letters from three referees to be sent to CRC Search Committee, School of Computer Science, Carleton University, 1125 Colonel By Drive, Ottawa, ON K1S 5B6 Canada; Email: director@scs.carleton.ca, Tel: 613-520-4330; Fax: 613-520-4334. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be considered first. Carleton University is committed to equality of employment for women, aboriginal people, visible minorities, and people with disabilities. Persons from these groups are encouraged to apply

■ **CRIMINOLOGY — Ryerson University.** Ryerson University is known for innovative programs built on the integration of theoretical and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning with the largest university-based continuing education school in Canada. The School of Criminal Justice invites applications for a tenure-stream position at the Assistant Professor level, commencing August 1, 2005. The School of Criminal Justice offers a part-time, degree completion program and will launch a full-time undergraduate program in Criminal Justice in September, 2005. The successful candidate will have, by the start of the contract, a PhD or its equivalent, with a focus on criminology or criminal justice. We are seeking candidates who are able to teach a range of courses in our undergraduate programs, with expertise in one or more of the following: Canadian criminal law, the Charter of Rights and Freedoms, and qualitative and quantitative research methods. The successful candidate will have a substantial background of full-responsibility teaching experience, a demonstrated capacity for research, and a capacity for collegial service. Application letters must include the following: a cover letter, indicating specific areas of interest in both teaching and research; a current curriculum vitae, identifying courses taught for which the applicant has borne full academic responsibility; documentation of teaching excellence; and 3 confidential letters of reference. Send to: Dr. Marina Moshé, Program Coordinator, School of Criminal Justice, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3. Deadline for applications is Monday, January 31, 2005. Applications will not be accepted by fax or email. For further information about the School of Criminal Justice, consult our Web page at www.ryerson.ca/crim Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal peoples, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

D

■ **DAIRY CATTLE GENETICS — University of Guelph.** The Department of Animal and Poultry Science is seeking qualified applicants for a tenure-track faculty position in Dairy Cattle Genetics. The successful applicant will provide a major leadership role in genetic improvement of dairy cattle using molecular and quantitative information and will have a PhD in Animal Breeding or aquivalent with demonstrated expertise in genetic evaluation of livestock, quantitative genetics, QTL mapping or MAS applications, and genetic improvement strategies. Candidates must have strong interest in applying genetics to the improvement of dairy cattle, and the ability to interact and communicate effectively with industry. The incumbent will be responsible for developing a vigorous research program as well as teaching at the undergraduate and graduate levels in marker-assisted selection. The incumbent will be a member of the Centre for Genetic Improvement of Livestock, which consists of a large complement of scientists drawn from several departments in the University. The Centre and the Department of Animal and Poultry Science have excellent computing and laboratory facilities, access to databases, access to extensive animal holding facilities, and close ties with industry. The application with a statement of interest in the position, a full resume and the names of three persons who may be contacted for references should be submitted as soon as possible, and later than February 28, 2005 to: Dr. S. Leeson, Chair, Department of Animal and Poultry Science, University of Guelph, Guelph, Ontano, Canada N1G 2W1, email: sleeson@uoguelph.ca; website: http://www.aps.uoguelph.ca. The expected start date is June 1, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes

Tenure Track Position

Faculty of Engineering and Computer Science

The Department of Computer Science and Software Engineering at Concordia University invites applications for one tenure-track faculty position. We are looking for an excellent candidate in any area of Computer Science or Software Engineering. The rank and salary will be commensurate with qualifications and experience. The new position requires a PhD degree in Computer Science or Software Engineering, or a closely related field, completed or near completion.

The department places a strong emphasis on teaching and on fundamental and applied research. For the rank of Assistant Professor we seek primarily candidates who have recently obtained a PhD or who are about to receive it. A publication record or very strong research potential is required, as is strong interest and ability in teaching at the undergraduate and graduate levels. For the rank of Associate Professor, excellent credentials in both research and teaching are required. A successful candidate is expected to contribute to course and laboratory development at all levels of instruction, to be active in research, and to secure external research funding. The department encourages interdisciplinary research partnerships, industrial collaborations, and technology transfer.

The department offers Bachelor of Computer Science and Bachelor of Engineering (Software Engineering) programs. The programs are accredited by CSAC and CEAB, respectively. At the graduate level, it offers a Master of Computer Science, a Master of Applied Computer Science, a PhD (Computer Science), and a Postgraduate Diploma in Computer Science. The department houses about 1100 undergraduates and 500 graduate students. The 38 full-time faculty members are assisted by 18 full-time staff members. The Department has a research centre CENPARMI (Centre for Pattern Recognition and Machine Intelligence), is involved in two inter-university research centres (mathematical computing and VLSI architectures), and participates in the Network of Centres of Excellence. The University has several programs to provide seed grants for research in the beginning years.

The department is located in downtown Montreal, an exciting and dynamic city noted for fine restaurants, excellent entertainment, and an urban setting with many opportunities for a rich social life. Montreal combines the excitement of a modern, multicultural city with affordable housing and easy access to outdoor activities. It is also noted for its four major universities and more than two hundred local high-tech companies.

Montreal is currently enjoying high growth in the software industry's main areas of development, especially in telecommunications, aerospace, software development, and multimedia. Montreal is rapidly gaining a reputation as one of Canada's leading high-tech centres. There is ample opportunity for industrial collaboration.

Although the primary language at Concordia University is English, proficiency in French is considered an asset. Interested applicants should send a detailed curriculum vitae, a list of publications, and at least three references to:

Prof. C. Lam, Chair Department of Computer Science
and Software Engineering Concordia University
1455 de Maisonneuve West Montreal, Quebec H3G 1M8 Canada
Tel: (514) 848-2424 ext. 3001
Fax : (514) 848-2830
Email : hiring@cse.concordia.ca
Website : http://www.cse.concordia.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

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BISHOP'S
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UNIVERSITÉ BISHOP'S UNIVERSITY

REGISTRAR | SECRETARY GENERAL

Bishop's University invites applications for the position of Registrar/Secretary General. The appointment will commence March 2005 or as soon as possible thereafter and will be for a five-year term (renewable).

The Registrar/Secretary General is responsible to the Principal for the general administration of student recruitment and liaison activities, admissions, registration, student records and transcripts, student awards and scholarships, course timetabling and finel exams, the Academic Calendar and Convocation.

The Registrar/Secretary General provides secretariat services for the Chancellor and the Corporation and its committees and acts as Recording Secretary for the Senate. He/she is also responsible for ensuring that the University is in compliance with legal requirements, government policies and legislation, and CREPUQ agreements. He/she is responsible for monitoring access to legal services and for the implementation and interpretation of regulations and policies with respect to the foregoing adopted from time to time by Corporation and Senate. With the University Librarian, he/she is responsible for overseeing the management and conservation of the University's official documents and records.

The Registrar is an Officer of the University and a member of the Senior Management team. The Registrar's Office includes the Records Office (Director of Systems and Records and four staff), the Admissions Office (Director of Admissions and one staff) and the Liaison Office (Coordinator of Liaison and two staff).

The successful candidate will be fluently bilingual, have well developed skills in word processing, spreadsheets and student information systems, be comfortable working in a consultative capacity on a wide variety of issues, and will have experience in policy formulation, compliance and implementation. A university degree and relevant management experience in an academic milieu will be required. The current salary range (January 2004) is $63,950 to $79,950.

The deadline for applications is January 14, 2005. Only those applicants selected for interviews will be contacted. This position is advertised under conditions of equal opportunity and in accordance with Canadian immigration requirements. Priority will be given to Canadian citizens and permanent residents. Applications including three letters of reference should be forwarded to:

Bill Robson, Chair
Registrar's Search Committee
Bishop's University
Lennoxville, QC. J1M 1Z7

brobson@ubishops.ca

www.ubishops.ca

Bishop's University, Lennoxville (Quebec) J1M 1Z7 **(819) 822-9600**

CAREERS CARRIÈRES

UNIVERSITY OF CALGARY

Creating the future of health.

Academic Position in Pharmacology & Therapeutics

The **Department of Pharmacology & Therapeutics** invites applications for a full-time appointment at the Assistant Professor level. Duties include a 50% time commitment to teaching in the Master of Biomedical Technology and Bachelor of Health Sciences programs, and a 50% commitment to biomedical research.

The Department of Pharmacology & Therapeutics is part of the rapidly growing Faculty of Medicine, which is in the process of building a major new research facility. Calgary is a vibrant, multicultural city (population ~1,000,000) near the Rocky Mountains, Banff National Park and Lake Louise.

Qualifications include a PhD in Pharmacology, postdoctoral experience, a strong publication record and a commitment to teaching.

Please submit curriculum vitae, a statement of research interests and teaching experience, and the names of three referees, by **February 15, 2005**, to:

Dr. David Severson, Professor and Head
Department of Pharmacology & Therapeutics
University of Calgary Faculty of Medicine
3330 Hospital Drive N.W.
Calgary, AB, T2N 4N1 Canada

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The University of Calgary respects, appreciates and encourages diversity.

www.ucalgary.ca

special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **DENTISTRY — University of Manitoba.** Applications are invited for a full-time tenure track appointment at the Assistant Professor level, commencing July 1, 2005 or as soon after this date as possible. Applicants must have a PhD and/or DMD/DDS and published evidence of research ability. Salary will be commensurate with experience and qualifications. For a clinically qualified individual, candidates must be eligible for licensure with the Manitoba Dental Association. Extra/intramural practice privileges are available 2 half days per week. The Department of Oral Biology (http://www.umanitoba.ca/faculties/dentistry/programs7.e.html) is multidisciplinary and, provides basic science teaching to dental and dental hygiene students, and carries out research in anatomy, biochemistry, proteomics, cell and developmental biology, oral physiology and microbiology. The applicant should be fluent in English and will be required to teach oral and general physiology to dental and dental hygiene students, and to participate in Faculty courses at the graduate level. The successful candidate will be expected to develop a strong externally-funded research program to complement ongoing research in the department. Opportunities exist for collaboration with clinical/basic science departments on the Health Sciences campus. Winnipeg is a prairie city with a population of 670,000 (www.tourism.winnipeg.mb.ca). Its ethnic diversity is notable and is celebrated through many annual festivals. Experience Winnipeg's world-class arts and entertainment, professional sports teams in a family-centered urban community. Winnipeg boasts a balanced lifestyle with affordability. Winnipeg is located close to superb outdoor recreational activities with a wide variety of lakes, beaches and wilderness areas within an easy drive of the city. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The Review of applications will begin on January 31, 2005 and will continue until the position is filled. Please refer to position # AKX 944 in all correspondence. A letter of application, including curriculum vitae, statement of research interests, the names and contact information, including e-mail addresses, of three referees should be forwarded to: Dr. R. Bhullar, Head, Department of Oral Biology, 780 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 0W2 (e-mail: Bhullar@Ms.Umanitoba.Ca; Fax: 204-789-3913). Application materials, including letters of reference, will be handled in accordance with Manitoba's Freedom of Information and Protection of Privacy Act.

■ **DRAMA — Queen's University.** As part of the Faculty of Arts and Science at Queen's University, the Department of Drama seeks applications for a one year non-renewable replacement position at the rank of Assistant Professor. The person appointed will be an experienced teacher with demonstrated excellence in the areas of acting instruction and performance theory. Additional experience in the area of stage directing, with an ability to teach in the field, is highly desirable. The successful candidate will have a record of academic excellence, proven abilities as an effective teacher at the University level, and a post-graduate degree. A PhD is preferred. The position will commence on July 1, 2005 or as soon thereafter as possible. Teaching responsibilities will include at least some of the following courses: DRAM237, DRAM238, DRAM330 and DRAM323. The normal course load in the Department is a total of 2.5 full credits over the fall and winter terms. The Department of Drama offers an undergraduate program with a major focus on theatre in Canada in its current and historical context. The program examines the theatre on a laboratory model in which practice and theory inform each other. For additional information about our program, please see our web site at www.queensu.ca/drama. A letter of application, curriculum vitae, a statement of teaching philosophy and research interests, and the names of three referees familiar with your work as a scholar and/or teacher should be sent to Tim Fort, Head, Department of Drama, Queen's University, Kingston, Ontario, K7L 3N6. Review of applications will begin on Feb. 17, 2005 and continue until a successful candidate is selected. The University invites applications from all qualified individuals. Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The academic staff at Queen's University are governed by a Collective Agreement between the Queen's University Faculty Association (QUFA) and the University which is posted at http://www.queensu.ca/qufa.

E

■ **EARTH & OCEAN SCIENCES — University of British Columbia.** The Department of Earth and Ocean Sciences at the University of British Columbia invites applications for a tenure-track faculty position in the area of sedimentology and/or stratigraphy. We seek a scientist whose research enhances and extends our existing strengths, particularly in areas that are process oriented and/or applied, including but not limited to, exploration and exploitation of fossil fuels, environmental studies and economic geology. This appointment is at the Assistant Professor level although applications from exceptionally well-qualified, more senior scientists will be considered, particularly if they address underrepresentation of designated equity groups such as women, visible minorities, disabled persons or aboriginal people. Candidates from all relevant fields of Science and Engineering are encouraged to apply. The position will be available as early as July 1, 2005. A PhD is required by the commencement date. Teaching at the undergraduate and graduate levels is expected. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadians and Permanent Residents of Canada will be given priority. This position is subject to final budgetary approval. For more information about the Department and this position, visit our web site at http://www.eos.ubc.ca. Applicants should send their curriculum vitae and a statement of research and teaching interests, and arrange for three letters of recommendation to be sent to D. Paul L. Smith, Head, Department of Earth and Ocean Sciences, the University of British Columbia, 6339 Stores Road, Vancouver, British Columbia V6T 1Z4. E-mail: AppliedSed@eos.ubc.ca; Fax: 604-822-9014. The deadline for receipt of complete applications is February 14, 2005.

■ **ECONOMICS — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Economics.

■ **ECONOMICS — Concordia University.** The Economics Department at Concordia University invites applications for a Junior Tier II Canada Research Chair (CRC) in Economics. Areas of interest include, but are not limited to, macroeconomics, microeconomics, applied econometrics and applied labour. The successful candidate should be an outstanding young academic who demonstrates the promise of a strong research profile. In particular, the position is targeted at researchers who are acknowledged by their peers as having the potential to be leaders in their field. The position offers a competitive salary and a reduced teaching load. For more information, visit our website at http://artsandscience.concordia.ca/economics/ and in particular visit the "Employment Information" section. Review of applications will begin as they are received and continue until the position is filled. Concordia University is committed to employment equity. Candidates should submit a letter of application, a curriculum vita, a longterm research plan, and samples of scholarly work. Three letters of reference are required. Contact: Dr. William Sims, Chair, Department of Economics, Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Quebec, Canada H3G 1M8 (email: William.Sims@concordia.ca).

■ **ECONOMICS — University of Waterloo.** The Department of Economics at the University of Waterloo seeks to fill one or more tenure track position(s), rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research. While all areas of economics will be considered, the department is especially interested in appointing someone in the following fields: econometrics, resource economics, industrial organization, and the economics of technology. Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset. The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program. Excellence in research and teaching are primary criteria for the position. The start date will be September 1, 2005. Salary will be commensurate with experience and qualifications. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to: Dr. James A. Brox, Chair, Department of Economics, University of Waterloo, 200 University Avenue West, Waterloo, Ontario N2L 3G1. Deadline for applications is January 15, 2005.

■ **EDUCATION — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Education.

Michael G. DeGroote
SCHOOL OF MEDICINE
McMaster University

Endowed Chair in Cancer Research, *Michael G. DeGroote School of Medicine,* McMaster University

The Michael G. DeGroote School of Medicine, Faculty of Health Sciences, McMaster University invites applications for the position of Scientific Director, Basic Cancer Research, for the new Michael G. DeGroote Institute for Cancer Research. The Scientific Director will help lead an ambitious renewal and expansion of basic and translational cancer research made possible through a landmark gift from Mr. DeGroote. This undertaking will be done in conjunction with our affiliated partner, the Juravinski Cancer Center at Hamilton Health Sciences.

We seek an internationally recognized leader in cancer biology to champion and develop basic cancer research in the Faculty. This individual will assist in the recruitment of faculty members in basic cancer research, building on a $10 million endowment provided by Mr. DeGroote. In addition, the Faculty has committed additional resources in this area, including Canada Research Chairs for exceptional candidates.

The candidate must hold a PhD and /or MD degree and have an outstanding record of research accomplishments and demonstrated leadership in cancer research. His/her interests should complement and extend existing and/or emergent priority areas in the Faculty. These research areas include but are not limited to molecular profiling, model organisms, cancer stem cell biology, drug discovery and therapeutics, molecular imaging, cancer immunology, functional oncogenomics/proteomics, and related fields. The candidate must have superb leadership skills and will be expected to maintain a vigorous, externally funded research program, and participate in teaching and other academic activities.

The successful candidate will have qualifications commensurate with appointment to the academic rank of Professor in an appropriate basic science and/or clinical Department and will hold the Michael G. DeGroote Chair in Cancer Research. Reporting to the Dean and Vice-President (or delegate), the Scientific Director will be responsible for strategic planning around cancer research with a vision for advancing translational programs that complement our strengths in basic, clinical and population health research within the broader McMaster academic health sciences network.

McMaster University is one of Canada's premier research intensive universities and, along with our affiliated teaching hospitals and research institutes, we provide an exceptional environment for interdisciplinary research within a fully integrated academic health network. The Scientific Director and new faculty will be provided with modern laboratory space, and will have access to state of the art core facilities for molecular profiling, advanced microscopy, chemical biology, high-throughput small molecule screening and high content analysis, molecular imaging, and structural biology.

Please send curriculum vitae, a short statement of research interests, and names and addresses of 3 referees prior to January 31, 2005 to:

Dr. John P. Capone, Chair, Cancer Research Search Committee
Associate Dean, Research, Faculty of Health Sciences
McMaster University, Room HSC 2E5, 1200 Main St. W. Hamilton, Ontario Canada, L8N 3Z5
email: caponej@mcmaster.ca

McMaster University

For more information about the Faculty, visit our web-site at **www.fhs.mcmaster.ca**

Dr. Peter George
President and Vice-Chancellor
McMaster University

Dr. John Ketton
Dean and Vice-President
Faculty of Health Sciences

An equal opportunity employer
McMaster University is committed to Employment Equity and encourages applications from all qualified candidates, including women, aboriginal people, people with disabilities, sexual minorities, and visible minorities. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents of Canada will be considered first

TOGETHER, ADVANCING HEALTH THROUGH LEARNING AND DISCOVERY

CAREERS CARRIÈRES

■ **EDUCATION — University of British Columbia.** Summer Session 2005: Sessional & Visiting Teaching Opportunities. The Faculty of Education anticipates some openings for part-time Sessional and Visiting appointments to teach Graduate & Undergraduate courses for the following Departments: Curriculum Studies, Educational Studies, Educational and Counselling Psychology and Special Education, and Language and Literacy Education. The period of appointment depends on the particular course. Applicants must have a minimum of a recognized master's degree with relevant teaching experience and academic expertise. Duties include teaching, holding regular office hours, marking assignments; reporting grades; attending orientation meetings as well as follow-up sessions, where applicable. Letters of application along with a current CV are submitted to Dr. Jon Shapiro, Senior Associate Dean, Faculty of Education, Office of the Dean, 2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4 or by email at assocdean.educ@ubc.ca and will be directed to the appropriate unit for response. Application Deadline: January 28th, 2005 All positions are subject to funding and are governed by UBC's Agreement on Condition of Appointment for Sessional and Part-time Faculty Members. In accordance with Canadian immigration requirements, priority will be given to Canadians and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

■ **EDUCATION — University of Winnipeg.** The Bachelor of Education Program at the University of Winnipeg invites applications from qualified men and women for two tenure track positions at the rank of Assistant Professor. The successful applicants must possess expertise in one or more of the following areas: Early and Middle Years Curriculum and Instruction in one or more of Social Studies, Language Arts or Science Education; Senior Years Curriculum and Instruction in one or more of English, History, and Geography; Learning Theory; Inner City/Diversity Education. Applicants must have a commitment to undergraduate teaching and research. Experience teaching within the K–12 system as well as at the post-secondary level is desirable. It is preferred that applicants have a doctoral degree. The Bachelor of Education Program at the University of Winnipeg is a five year integrated program that stresses an interdisciplinary and collaborative approach to teacher education. It also provides an additional focus on the preparation of teachers for urban and inner city schools. Experience with inner city education would be an asset. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, non-discrimination and diversity. The University is committed to employment equity, to be a place of learning and work that includes all qualified individuals including women, members of visible minorities, Aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply, but qualified Canadian citizens and permanent residents of Canada are given priority. Subject to budgetary approval, this position will commence on July 1, 2005. Interested candidates should, by February 28, 2005, send a curriculum vitae, including the names of three referees, to Dr. Annabelle Mays, Dean of Education, the University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, Canada, R3B 2E9. Fax: (204) 772-7980; e-mail: a.mays@uwinnipeg.ca. For more information about the University of Winnipeg and our BEd Program, see our website at www.uwinnipeg.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Teaching Methods (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary teaching methods, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Ontario Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in teaching methods in elementery education to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. Deadline for application is February 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates eligible are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Teaching Methods (Secondary Education) and English (Secondary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of secondary school teaching methods and secondary school English methodology, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful secondary school teaching experience, a valid Ontario Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in secondary teaching methods and secondary English curriculum methods to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. Deadline for application is February 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates eligible are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure track probationary appointment at the rank of Assistant Professor in the area of Mathematics (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary mathematics education, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Ontario Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach methods in elementary mathematics to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. Deadline for application is February 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates eligible are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Assessment and Evaluation. The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of assessment and evaluation practices in elementary and/or secondary education, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful teaching experience with elementary and/or secondary school students, a valid Ontario Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in assessment and evaluation to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. Deadline for application is February 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates eligible are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

■ **EDUCATION — Brock University.** The Faculty of Education invites applications for a tenure-track probationary appointment at the rank of Assistant Professor in the area of Teaching Methods (Elementary Education). The appointment, subject to budgetary approval, will commence July 1, 2005. The preferred candidate will possess an earned doctorate in education or equivalent (ABD candidates will be considered), an excellent command of English, knowledge of elementary teaching methods, knowledge base in teacher education, and evidence of a strong commitment to scholarly research and publication. Successful elementary and/or secondary school teaching experience, a valid Ontario Driver's License and a satisfactory police record check submitted to the Ontario Education Services Corporation are required. The successful candidate will be expected to teach courses in teaching methods in elementary education to pre-service teacher candidates, supervise practice teaching and supervise graduate students' research. Deadline for application is February 15, 2005. Applicants are asked to provide clear evidence of a) their competence in the area; b) excellent achievement or potential in teaching and professional supervision; and c) a well-articulated research plan. Applications must include full curriculum vitae and the names, addresses and phone/fax/e-mail of three referees and be sent to: Dr. Sybil Wilson, Acting Dean, Faculty of Education, Brock University, St. Catharines, ON L2S 3A1. All qualified candidates eligible are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. Brock University is committed to a positive action policy aimed at reducing gender imbalance in faculty; qualified women and men are equally encouraged to apply. More information on Brock University may be found on the university website www.BrockU.ca.

DALHOUSIE UNIVERSITY

Assistant Professor Health Services Research & Population Health

The Department of Community Health and Epidemiology, Faculty of Medicine, Dalhousie University, is seeking a full-time probationary tenure track Assistant Professor Appointment, with expertise in health services research and population health.

Candidates should possess strong analytic skills and demonstrate a clear understanding of theoretical and conceptual issues underlying these fields of inquiry. The successful candidate should have a PhD and a demonstrated research track record. As a member of a dynamic interdisciplinary team, the successful candidate will have the opportunity to work in a research intensive environment that has a strong community focus and policy development orientation. This individual will participate in departmental graduate teaching, graduate theses supervision and undergraduate medical tutoring as required.

The review of applications will commence on **December 1, 2004** and continue until the position is filled.

A letter of application including current curriculum vitae, an outline of research, teaching, interests and experience and three letters of reference should be sent to:

Dr. Stephen Kisely, Professor and Head
Department of Community Health & Epidemiology
Dalhousie University
5790 University Avenue, Room 420
Halifax, N.S. B3H 1V7

Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal peoples, persons with a disability, racially visible persons and women. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority.

DALHOUSIE UNIVERSITY
Inspiring Minds

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 62,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

The Faculty of Science and Engineering is a progressive, dynamic environment with over 155 faculty members. It has engaged in Teaching and Research activities for over forty years. Further information about the Faculty can be found at **www.science.yorku.ca.**

Please forward a curriculum vitae, a detailed research plan, a description of teaching philosophy and preference, a summary of research publications, and the names of three references, by **February 15, 2005,** to the appropriate Chair at: **York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3.** The appointments will commence July 1, 2005. All positions at York University are subject to budgetary approval. Detailed descriptions of all academic positions can be found on the York University website at **www.yorku.ca/acadjobs**

Faculty of Science and Engineering

ASSISTANT PROFESSOR, SPACE ENGINEERING

The University has established an Engineering program, and invites applications for a tenure-track appointment at the Assistant Professor level in Space Engineering. Further information can be found at **www.eng.yorku.ca.**

The successful candidate will have a PhD and post-doctoral experience in space engineering or a related scientific field (including geomatics), and an outstanding research record. Expertise in one or more of the following areas is preferred: spacecraft systems; space communications; satellite orbital dynamics; spacecraft materials and design; positioning and navigation. The successful candidate will be expected to develop a strong, externally funded research program and to contribute to teaching at the undergraduate and graduate levels. Membership, or eligibility for membership, in the Association of Professional Engineers of Ontario is required.

Applications should be sent to: **Chair, Engineering Search Committee, Engineering Program, Faculty of Science and Engineering, 125 Petrie Science and Engineering Building. Fax: 416.736.5516.**

ASSISTANT PROFESSOR, VISUAL NEUROSCIENCE

The School of Kinesiology and Health Science invites applications for a tenure-track appointment at the Assistant Professor level in the area of Visual Neuroscience. Further information about our School and programs can be found at **www.kinesiology.yorku.ca/.**

The successful candidate will have a PhD and post-doctoral experience in a related scientific field, and an outstanding research record. Applicants should be conducting research on vision and have interest in the role of vision in motor control using techniques that may include human experimentation, functional neuroimaging, electrophysiology, and computational modelling. The successful candidate will have, or be expected to develop, a strong, externally funded research program, and will contribute to teaching at the undergraduate and graduate levels.

Applications should be sent to: **Dr. Roger Kelton, Chair, Search Committee, School of Kinesiology and Health Science. Fax: 416.736.5702. E-mail: rkelton@yorku.ca**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK UNIVERSITÉ UNIVERSITY

redefine THE POSSIBLE.

Andrew Chapman
Assistant Professor, Psychology

Concordia University's Faculty of Arts and Science

An Exciting Choice

Since 1997, our Faculty of Arts and Science has hired nearly 200 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire more than 25 new professors this year. As a transitional measure, we are also looking to hire a number of lecturers and assistant professors to join our dynamic Faculty for full-time, limited-term appointments for the 2005-2006 academic year.

Our Faculty is located on two campuses, one in downtown Montreal and the other 15 minutes away in the west end. We are involved in an extensive building program and have recently completed an 85 million dollar state-of-the-art Richard J. Renaud Science Complex; our Communication Studies and Journalism departments will move into a new facility in summer 2005; and many of our Humanities and Social Science departments will move to renovated quarters in the very near future.

We invite you to join us.

APPLIED HUMAN SCIENCES

invites applications for up to four positions in one or more of the following areas: therapeutic recreation; leisure sciences; human systems intervention (undergraduate and graduate); and human relations. Applicants should have a PhD in recreation and leisure or related discipline for the first two positions. PhD in a relevant social science discipline required and advanced professional training in human relations and group process intervention is an asset for the third and fourth positions.

Dr. Varda Mann-Feder
Choir, Department af Applied Human Sciences
varda@vax2.cancardia.ca

BIOLOGY

invites applications in the area of cell and molecular biology. The successful candidate will be expected to teach one course at the introductory level in molecular biology and two laboratory course sessions at the intermediate and advanced levels in genetics and cell biology and in molecular biology in both the fall and winter terms. Applicants should have a graduate degree in Biology and demonstrated ability to teach at the university level; experience teaching cell and molecular biology to large classes would be considered assets.

Dr. Luc Vorin
Chair, Department of Biology
varinl@alcor.concardio.ca

CHEMISTRY AND BIOCHEMISTRY

is searching to fill one position to teach general chemistry, organic and/or physical chemistry at the introductory level.

Dr. Peter Bird, Acting Chair
Department af Chemistry and Biachemistry
birp@vox2.cancardio.ca

CLASSICS, MODERN LANGUAGES AND LINGUISTICS

is seeking one candidate in each of the following areas:

Modern Arabic Language and Culture
Applicants must have a degree in Arabic, Middle Eastern or Islamic Studies, or equivalent, as well as proven excellence in teaching and native or near-native proficiency in Modern Standard Arabic and English. Teaching will include undergraduate courses in introductory and intermediate Modern Standard Arabic, as well as undergraduate courses in Arabic culture and/or literature. The candidate will also be required to coordinate the administration of our recently introduced Minor and Certificate programs in Modern Arabic Language and Culture.

Mandarin Chinese Language and Culture
Applicants must have a degree in Chinese or Asian Studies, or equivalent, as well as proven excellence in teaching and native or near-native proficiency in Mandarin and English. Teaching will include undergraduate courses in introductory and intermediate Mandarin as well as undergraduate courses in Chinese business practices and/or contemporary Chinese literature. The candidate will also be required to coordinate the administration of our recently-introduced Minor and Certificate programs in Mandarin Chinese language and culture.

German. Applicants must have a degree in German, as well as proven excellence in teaching, and native or near-native proficiency in German and English. Teaching will include courses in modern German literature and culture as well as language at all undergraduate levels.

Italian. Applicants must have a degree in Italian Studies, as well as proven excellence in teaching, and native or near-native fluency in Italian and English. Teaching assignments may include language courses at all undergraduate levels and modern Italian literature.

Linguistics. Applicants must have a degree in linguistic theory, with a specialization in syntax/semantics and/or related fields, a record of publications, and extensive teaching experience. Courses may also include other areas of linguistics such as Romance linguistics, Language and Mind, and Introduction to Linguistics.

Modern Languages-Computer Assisted Language Teaching (CALT). Applicants must have an M.A. or equivalent in Italian or Spanish Studies, and be functionally competent in the other language. Requirements include experience in CALT, proven excellence in teaching, and native or near-native proficiency in the language to be taught, as well as in English. Responsibilities will include the teaching of language courses, in conjunction with other faculty members, and the development of extensive material for use in the language laboratory.

Spanish. The appointment is in the area of Latin-American literature and culture. Some experience in the teaching of translation would be an asset. Applicants must have a PhD or ABD status in Hispanic Studies or an equivalent field, proven excellence in teaching and native or near-native fluency in Spanish and English. Teaching assignments may include language courses at all undergraduate levels, translation and survey of literature.

Dr. Catherine Valleja
Chair, Department af Classics, Modern Languages and Linguistics
valleja@alcor.cancordia.ca

COMMUNICATION STUDIES

invites applications for up to three positions. Applicants should be able to teach courses in at least two of the following production areas: sound, multi-media, video, and film. Those who can also teach media, rhetoric, and/or cultural theory will be preferred.

Dr. Lorna Rath
Chair, Department af Cammunication Studies
roth@vax2.concardia.ca

ECONOMICS

invites applications for up to three positions. Candidates should be capable of teaching undergraduate courses in some of the following areas: Introductory and Intermediate Theory, Statistics, Canadian Economic Policy, Economic Growth and Fluctuations, Economic Development, Mathematical Economics, Industrial Organization, International Trade and Finance, and Environmental Economics.

Dr. William Sims
Chair, Department af Ecanamics
William.Sims@concordio.ca

EDUCATION

invites applications for up to six positions in the following fields:

English as a Second Language. Up to two positions. Candidates must have extensive experience in teaching English as a Second Language, including English for academic purposes in a university or college setting. Candidates must also have demonstrated expertise in developing teaching materials and be willing to participate in curriculum development. Candidates must hold a graduate degree in TESL, Applied Linguistics or a related field.

Early Childhood and Elementary Education. Up to two positions. Applicants must have expertise in early childhood and elementary education, with a particular focus in one or more of the following areas: early childhood settings and kindergarten, primary or elementary classroom teaching, curriculum development, educational psychology, child development, social development and behavior, special needs, observation and evaluation, physical activity, health and well-being, and diversity. A teaching certificate and previous experience as a classroom teacher are assets. Applicants should have an excellent command of English. Knowledge of French is an asset.

Educational Technology. One position. Applicants must be able to teach courses in the areas of e-learning or learning theory plus one or more of the following areas: theory and applications of educational computing; multi-media design and development; human performance technology; cognitive sciences; research methods. Knowledge of French and industry experience are considered to be assets.

Educational Studies. One position. The preferred candidate should be qualified to teach undergraduate and graduate courses in history and philosophy of education.

Professor Ellen Jacabs
Chair, Department af Education
jacabs@vax2.cancardia.ca

ENGLISH

invites applications for up to seven positions in the following areas: Canadian literature, Renaissance literature, Eighteenth Century British literature, Creative Writing (Drama), and Cnmposition (up to three positions). Successful teaching experience is also highly desirable and scholarly publications are an asset. Candidates for these positions should send a writing sample, along with the other required documents.

Canadian literature candidates should have competence in all periods and should be able to teach modern and

CAREERS CARRIÈRES

contemporary Canadian poetry as well as fiction.

English Renaissance literature candidates should have competence in all areas of sixteenth and seventeenth Century English literature, including non-dramatic literature, Renaissance drama, and Shakespeare.

Eighteenth Century British literature candidates should have competence in all areas of Eighteenth Century British literature.

Creative Writing candidates should be accomplished, produced playwrights who can also teach twentieth Century Canadian, British, and European theatre.

Composition candidates should possess a graduate degree in literature or rhetoric. Considerable experience teaching university-level composition courses is a requirement; experience teaching Professional Writing courses is an asset.

Professor Terence Byrnes
Chair, Department of English
byrnes@alcar.cancordia.ca

ÉTUDES FRANÇAISES

sollicite des candidatures à six postes éventuels, à durée déterminée. Les qualifications recherchées sont une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Les candidat-e-s retenu-e-s enseigneront au premier cycle, travailleront en équipe et participeront ponctuellement à l'administration des programmes. Deux postes aux rangs de chargé-e d'enseignement en enseignement du français langue seconde, l'un orienté vers l'enseignement du français langue seconde et le multimédia, l'autre vers l'enseignement de la rédaction avancée; deux postes en littérature, l'un pour enseigner la littérature française du XIXe ou XXe siècle, l'autre pour enseigner la littérature québécoise; deux postes en traduction, l'un orienté vers la traduction générale et spécialisée avec un intérêt pour la révision en français et la TAO, l'autre orienté vers les courants contemporains en traductologie. Les candidat-e-s retenu-e-s pour les postes en traduction auront une connaissance du milieu professionnel.

Madame Lucie Lequin
Directrice, Département d'études françaises
lequin@vax2.cancardia.ca

GEOGRAPHY, PLANNING AND ENVIRONMENT

invites applications for one position in Urban Studies and Urban Planning. The Department teaches its Urban Studies and Urban Planning Undergraduate programs with lectures, fieldwork and laboratories. Candidates must hold a Master's degree in a planning specialization and have two additional years of professional experience, teaching or research in a related field.

Dr. Jahn Zacharias
Chair, Department of Geography, Planning and Environment
zachar@vax2.concordia.ca

JOURNALISM

invites applications for up to four limited-term appointments in the areas of Computer-Assisted Reporting (teaching computer applications, on-line and desk-top publishing), Broadcast Journalism (teaching radio and television workshops), Print Journalism (teaching reporting, writing and copy editing), and Theory and Social Issues (teaching courses which critically analyze journalism practice from a range of perspectives). The ideal candidates for all positions would have at least five years of relevant professional experience, prior university-level teaching experience and a graduate degree in a related field. The department approaches journalism education as a blend of theory and practice which enables our students to: set the foundation for a career in news production; develop skills of critical reflection; and grow to understand the complexities and increasing diversity of the society their journalism is intended to serve.

Dr. Enn Raudsepp
Director, Journalism Department
raudhen@vax2.cancardia.ca

HISTORY AND PHILOSOPHY OF SCIENCE

The Faculty invites applications for one position. The successful candidate will teach in the following academic units: Department of Philosophy, Science College and Liberal Arts College. Philosophy offers Honours, Major and Minor programs toward Bachelors and Masters degrees; Science College offers a special program for particularly talented and motivated students in the sciences and Liberal Arts College offers a Great Books core curriculum in Western Society and Culture. Applicants' degree should be in the area of history and philosophy of science, have some publications, and some teaching experience with class lecturing and seminar style teaching and the ability to teach Philosophy of Science courses to undergraduates who have different amounts of background in the sciences - from very little to a fair amount and thus design the different courses appropriately.

Dr. Christopher Gray
Chair, Department of Philosophy
graycb@alcar.concordia.ca

LIBERAL ARTS COLLEGE

invites applications for one position. Candidates must be capable of teaching seminars in Modes of Interpretation and Expression in the College's multi-disciplinary Great Books core curriculum. The ideal candidate, rooted in a specific discipline, should be competent to teach Great Books, primarily in English and Comparative Literature, secondarily in Philosophy and Religion, from Classical and Biblical Antiquity to the Twentieth Century. The College privileges excellent teaching in a strongly collegial atmosphere. Some prior teaching experience in a Great Book program is an asset.

Professar Harvey Shulman
Principal, Liberal Arts College
harvey.shulman@sympatica.ca

MATHEMATICS & STATISTICS

invites applications for up to four positions to teach courses in areas that include: Analysis, Numerical Analysis, Dynamical Systems, Optimization, Probability and Statistics. Candidates must have evidence of excellence in teaching.

Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
chair@mathstat.cancardia.ca

PSYCHOLOGY

invites applications for up to five positions. Teaching responsibilities will include a combination of any of the following: cognition, motivation, perception, personality, historical, introductory, statistics, developmental, and social psychology. Although these are primarily teaching positions, there are still opportunities for research collaborations with the department's 38 tenure-track faculty. Among the department's many active research programs are two major research centres: the Centre for Research in Human Development and the Centre for Studies in Behavioural Neurobiology.

Dr. William Bukawski
Chair, Department of Psychology
William.Bukawski@cancardio.ca

POLITICAL SCIENCE

invites applications for up to four positions to teach introductory Political Science courses, including International Relations, Canadian Government and Politics, and Political Theory. In addition, some senior undergraduate courses might be available in the areas of international relations and comparative politics. Good teaching and research experience is an asset.

Dr. Reeta C. Tremblay
Chair, Department of Political Science
reetact@vax2.concordia.ca

RELIGION

invites applications for up to four positions in the areas of Christianity, Hindu Studies, Islam and East Asian Religions. Candidates should have experience and skill in teaching.

Christianity Candidates should have particular expertise in the social and/or cultural history of Christianity, although the precise historical period of specialization (and relevant linguistic and methodological competence) is open. Applicants should hold a doctorate in the study of Christianity or Religion. The ability to teach another religious tradition, and women and religion, will be considered an asset.

Hindu Studies Candidates should have expertise in both the religious and philosophical aspects of the Hindu tradition, and familiarity with Hinduism throughout the whole range of its historical development. Knowledge of the texts and relevant language proficiency are required. Familiarity with the comparative study of religions will be considered an asset.

Islam Candidates should have a solid background in the historical and religious traditions of Islam. Knowledge of the sacred texts and relevant appropriate language proficiency are required. Familiarity with another religious tradition, with the comparative study of religion and with the study of gender in Islam will be considered an asset.

East Asian Religions Candidates should have a solid background in the study of the major traditions of China and Japan, including Buddhism, with the appropriate language skills, and be prepared to teach both the religious/ritual and philosophical aspects of these traditions. The ability to teach in the areas of comparative religion, and women and religion, will be considered an asset.

Dr. Narma Jaseph
Chair, Department of Religian
religian@vax2.cancardia.ca

SOCIOLOGY AND ANTHROPOLOGY

invites applications for up to three positions in Sociology. We are particularly interested in candidates with teaching and research strengths in one or the following areas: Introduction to Sociology; race and ethnic relations; classical theory; crime and deviance; law and society; sociology statistics and methodology.

The department also invites applications for up to two limited-term appointments in Anthropology. We are particularly interested in candidates with teaching and research strengths in one or the following areas: Introduction to culture; theories of identity; European anthropological theory; kinship; art and aesthetics; law and society; symbolic anthropology.

Dr. Christine Jaurdan
Chair, Department of Sociology and Anthropology
jourdan@vax2.cancardia.ca

The above positions are full-time, limited-term appointments, beginning August 15, 2005 and ending May 31, 2006. Hiring is subject to budgetary approval. These positions are normally at the rank of Lecturer or Assistant Professor. Candidates for all positions should hold a PhD, or nearly completed, unless otherwise specified. The successful candidates will normally be expected to teach three courses per semester. Under the collective agreement, these positions may be renewed twice depending upon emerging needs.

Please forward all applications and questions to the appropriate Department contact listed at the bottom of each position. Review of applications will begin as they are received and continue until the positions are filled. Applications should consist of a letter of intent, a curriculum vitae, copies of recent publications, a statement of teaching interests, evidence of teaching effectiveness, if available, and three letters of reference.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

General questions about faculty hiring can be directed to Dr. June Chaikelson, Dean of the Faculty of Arts and Science, telephone: (514) 848-2424, ext. 2081. Additional information about the Faculty of Arts and Science and about each department can be found at: http://artsandscience.concordia.ca/internet/index.html

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CAREERS CARRIÈRES

Memorial
University of Newfoundland

TIER II (NSERC) CANADA RESEARCH CHAIR IN MUSIC TECHNOLOGY

The Faculty of Engineering and Applied Science and the School of Music at Memorial University of Newfoundland invite applications for a Tier II (NSERC) Canada Research Chair in the area of Music Technology. The Chair is expected to develop a world-class, externally funded research program focusing on technology needed to support applications in music. Candidates shall have an earned Ph.D. degree in music technology or in electrical or computer engineering or a cognate field. Candidates are expected to have a strong music background. The research must be oriented toward innovative music applications; areas of focus may include (but are not limited to): digital audio and video processing, networked multimedia communications, human-computer interaction or acoustics.

The appointment will be tenure-track at the rank of Assistant or Associate Professor with a joint appointment between the Faculty of Engineering and Applied Science and the School of Music. In addition to the research program, the Chair will participate in the academic programs of the Faculty of Engineering and the School of Music, including teaching undergreduate and graduate courses, and other educational, scholarly and professional activities. The Chair is expected to build upon existing institutional strengths and to foster collaboration with researchers involved in digital recording and documentation, as well as applications of new and emerging technologies for multi-venue performance and teaching.

The Electricol and Computer Engineering discipline has well-established co-operative undergraduate programs in both Electrical Engineering and Computer Engineering, and active graduate and research programs as well as ongoing collaboration with local, national and international industry. The Faculty of Engineering currently has four Canada Research Chairs in addition to several externally-funded research Chairs. The School of Music offers comprehensive programs in music at the undergraduate level with emerging graduate programs in performance, pedagogy and conducting. The School of Music currently has one Canada Research Chair. Early in 2005, it will inaugurate Petro-Canada Hall, a state-of-the-art performance / rehearsal facility with advanced capabilities for new applications of technology in music performance and pedegogy.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the educational and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to almost 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a very safe, friendly city with great historical charm, a vibrant cultural life , and easy access to a wide range of outdoor activities.

For further information about the academic units and Memorial University, please view the website at www.mun.ca. Further information on the Canada Research Chairs program can be found at www mun.ca/research/crc and www.chairs.gr.ca.

Applicants should send curriculum vitae, the names and addresses of three referees, a one-page statement of teaching and research interests, and copies of three relevant technical publications to either:

Dr. R. Gosine, Dean
Faculty of Engineering and Applied Science
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3X5
Fax # (709) 737-8975
REFERENCE: CRCMT-04-01

Dr. T. Gordon, Director
School of Music
Memorial University of Newfoundland
St. John's, Newfoundland, Canada, A1B 3W5
Fax # (709) 737-2666
REFERENCE: CRCMT-04-01

The search committee will begin reviewing applications on **March 1, 2005** and will continue to do so until the position is filled.

Memorial University of Newfoundland is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. There is no restriction with regard to nationality or residence.

Faculty of Education
The University of British Columbia
www.ubc.ca

Tenure-Track Positions
Art Education and Curriculum Studies

The Department of Curriculum Studies at the University of British Columbia invites applications for one or more full-time, tenure-track position(s) in art education at the assistant, associate and/or full professor levels. The appointment(s) will become effective July 1, 2005, subject to final budgetary approval.

At the Associate and Full Professor levels, candidates must have an international reputation and an exceptional record of research and publication. The successful candidate should have a strong background in curriculum and instruction and be committed to providing leadership within the teacher education program as well as the graduate program in art education and curriculum studies. Responsibilities include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. We encourage applications from individuals who are committed to critical, anti-racist, and/or anti-oppressive perspectives in the context of the school curriculum.

At the Assistant Professor level, candidates must have a doctoral degree, an established record of research and publication, and relevant school teaching experience. The successful candidate should have a strong background in curriculum and instruction at the primary, middle, and/or high school levels and be committed to providing leadership within the teacher education program as well as the graduate program in art education and curriculum studies. Responsibilities will include teaching courses at the undergraduate and graduate levels, supervising graduate students and student teachers, and maintaining an active program of research and publication. We encourage applications from individuals with a background in visual culture studies and are committed to critical, anti-racist, and/or anti-oppressive perspectives in the context of the school curriculum.

Programs and courses within the Department of Curriculum Studies cover all of the school curriculum areas with the exception of languages, and department members and students work in a collaborative, cross-disciplinary environment. The Department is particularly interested in receiving applications from candidates with multi-disciplinary or cross-disciplinary interests in education.

UBC hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however priority will be given to Canadian citizens and permanent residents. Salary will depend upon the successful candidate's qualifications and experience. The closing date for receipt of applications is *January 15, 2005*. A letter of application, a curriculum vitae, the names, addresses, and phone/fax numbers of three referees, a statement of research interests, and one published paper should be sent to:

Dr. Rita Irwin, Head
Department of Curriculum Studies, Faculty of Education
The University of British Columbia,
2125 Main Mall, Vancouver, B.C. Canada V6T 1Z4
rita.irwin@ubc.ca

50 ans
L'audace porte fruit

Fondée en 1954, l'Université de Sherbrooke se distingue depuis le début pour son audace, qui lui vaut des succès hors du commun, tant en enseignement qu'en recherche. Sise au cœur des Cantons-de-l'Est, elle offre une qualité de vie exceptionnelle aux quelque 5000 membres de son personnel et à 33 000 étudiantes et étudiants.

La Faculté des sciences

Tournée vers l'avenir, la Faculté des sciences regroupe une trentaine de programmes d'études répartis sur trois cycles offerts par cinq départements : biologie, chimie, mathématiques, informatique et physique. Elle offre aussi des programmes au Campus Longueuil en plus de collaborer à des programmes interdisciplinaires avec d'autres facultés. Une centaine de professeurs y dirigent des programmes de recherche de pointe qui s'inscrivent dans le courant actuel de la science.

Professeure ou professeur en mathématiques

Champs de spécialisation
- Analyse
- Analyse numérique
- Probabilités
- Optimisation
- Imagerie numérique

Les dossiers de candidature doivent être reçus avant 17 h, le 1er mars 2005.

Visitez notre site pour connaître la description de ce poste et les modalités pour poser votre candidature.

www.USherbrooke.ca/srh

UNIVERSITÉ DE SHERBROOKE

Assistant/Associate Professor
NMR Spectroscopy, Department of Biochemistry

The University of Saskatchewan has recently established a Research and Teaching program in Biomolecular Structure, jointly offered by the Department of Biochemistry, College of Medicine and the Department of Chemistry, College of Arts and Science.

Biochemistry is seeking to fill a position for a highly qualified applicant with expertise in nuclear magnetic resonance spectroscopy of biological macromolecules. The existence of new NMR facilities, the Canadian Light Source (www.cls.usask.ca/) and the Saskatchewan Structural Sciences Centre (www.usask.ca/sssc/) will provide the appointee with access to state-of-the-art equipment. The successful applicant is expected to have strong research program and to obtain research funding from national granting agencies. The candidate is expected to expand undergraduate and graduate programs between the two departments and to participate in other departmental activities. The faculty member will be given associate membership in the Department of Chemistry.

Applications, including curriculum vitae; names, addresses and email addresses of three referees; and a statement on research interests and of previous teaching experience should be sent to: **Dr. R. L. Khandelwal. Head. Department of Biochemistry, College of Medicine, University of Saskatchewan, 107 Wiggins road, Saskatoon, SK S7N 5E5 Canada.** E-mail: ramji.khandelwal @usask.ca Phone: (306) 966-4368 Fax (306) 966-4390. The closing date for receipt of applications is **January 31, 2005** and the anticipated date of appointment is **July 1, 2005.**

The University of Saskatchewan is committed to Employment Equity. Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

Dean, Faculty of Science

McMaster University invites applications and nominations for the position of Dean of the Faculty of Science. McMaster University is a comprehensive research-intensive university and a Canadian leader in higher education, with a full-time enrolment of 17,613 undergraduate and 2,229 graduate students. It is located on an attractive campus beside the Royal Botanical Gardens in West Hamilton. Situated only 40 minutes from Pearson International Airport, about one hour from downtown Toronto's business core and centered in the Golden Horseshoe around Lake Ontario, McMaster University is located in Canada's business heartland.

The Faculty of Science
The Faculty of Science is central to the mission of the University and it is highly respected for its education and research achievements. Significant recruitment (62 new tenured and tenure-track appointments and 16 Canada Research Chairs) in strategic areas over the last 5 years positions the Faculty to make substantive innovative contributions at the university, national and international levels. Advancement to the next stage in developing this young and dynamic faculty requires strong vision and leadership. For more information, visit the Faculty's website at www.science.mcmaster.ca.

The Position
The Dean of Science reports to the Provost and Vice-President Academic. He is a member of the senior leadership team of the University and is expected to have:
- excellent academic and professional credentials
- a deep appreciation for research, teaching and service
- effective leadership as a scholar and administrator
- successful fund-raising experience

The Dean is expected to provide dynamic academic leadership through strong strategic, interpersonal and communication skills, and will embrace the opportunity to:
- champion the Faculty's strategic plan and align it with the University's vision
- advocate for the Faculty within and outside the University

Applications, nominations, or enquiries should be sent by **March 1st, 2005.**

Dr. Ken Norrie
Provost and Vice-President Academic
Chair, Dean of Science Selection Committee
McMaster University
University Hall, room 201
1280 Main Street West
Hamilton, Ontario L8S 4K1

McMaster University

All qualified candidates are encouraged to apply. However, in accordance with immigration requirements, Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including women, members of visible minorities, aboriginal persons, members of sexual minorities and persons with disabilities.

CAREERS CARRIÈRES

DALHOUSIE UNIVERSITY
Inspiring Minds

Lecturer/Assistant/Associate Professor of Strategic Management

The School of Business Administration in the Faculty of Management invites applications for a ten-month limited term appointment at the rank of Lecturer, Assistant or Associate Professor, commencing on or after August 1, 2005. The School's immediate need is for teaching undergraduate and graduate strategic management. The primary focus desired is strategy formulation and implementation, but research and teaching interests in corporate strategy, entrepreneurship, or family business would be an asset.

Duties include teaching at both the graduate and undergraduate levels, and normal administrative responsibilities. Salary will be commensurate with academic qualifications, teaching and practical experience.

Applications should contain your curriculum vitae and the names and contact information of three referees. Send or e-mail (Robert.Blunden@dal.ca) the material by **February 28, 2005** to:

Dr. Robert Blunden, School of Business Administration
Faculty of Management, Dalhousie University
6152 Coburg Road, Halifax, Nova Scotia, B3H 3J5

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an employment equity/affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Faculty of Education
Tenure-Track Positions in Educational Technology

The Faculty of Education, Simon Fraser University, seeks applications for two tenure-track positions in Education and Technology. The appointments will be at the rank of Assistant Professor (annual salary range $50,357-$72,922) and will begin September 1, 2005. Successful candidates will be based at Simon Fraser University's Surrey campus (see http://www.sfu.ca).

For more detailed information interested candidates should consult http://www.educ.sfu.ca/faculty_positions on the positions. Applicants should forward a letter of application describing: their teaching experiences, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae; the names and contact information for three referees; and one scholarly paper to:

Dr. Peter P. Grimmett
Associate Dean
Faculty of Education
Simon Fraser University
8888 University Drive
Burnaby, BC V5A 1S6

Simon Fraser University

The competition closes February 28, 2005. Please do not ask referees to send letters of reference. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to equity in employment. All appointments are subject to budgetary approval.

DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant/Associate Professor of Finance

The School of Business Administration in the Faculty of Management invites applications for a probationary tenure-track position at the rank of Assistant or Associate Professor, commencing July 1, 2005.

Dalhousie's School of Business is accredited by AACSB International and will be moving into a new state of the art building in Fall 2005. Significant research opportunities are available with our diverse finance faculty members as well as our research centres (RBC Centre for Risk Management, the Centre for International Business Studies, the Norman Newman Centre for Entrepreneurship, and the Centre for Management Informatics).

The candidate must possess, or be near completion of a PhD, have strong research capabilities, and be able to teach at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience.

Applications should contain a curriculum vitae, sample publications/working papers, and the names and contact information of three referees. Send or e-mail the material by **February 28, 2005** to:

Dr. Gregory Hebb, School of Business Administration
Faculty of Management, Dalhousie University
6152 Coburg Road, Halifax, N.S. B3H 3J5
ghebb@mgmt.dal.ca

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment equity/Affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

RYERSON UNIVERSITY

Ryerson University is known for innovative programs built on the integration of theory and relevant learning. Over 50 undergraduate and graduate programs are distinguished by a professionally focused curriculum and strong emphasis on excellence in teaching, research and creative activities. Ryerson is also a leader in adult learning, with the largest university-based continuing education school in Canada.

FACULTY OF BUSINESS

TENURE-TRACK AND TENURED POSITIONS

Ryerson's Faculty of Business is the largest undergraduate Business Faculty in Canada, and offers distinctive Bachelor of Commerce degrees in four Schools – Business Management, Information Technology Management, Hospitality & Tourism Management and Retail Management. With an emphasis on relevant curriculum and excellence in teaching and research, the Schools are continuing to demonstrate their commitment to innovation and program quality. We are currently a candidate for accreditation with the Association to Advance Collegiate Schools of Business (AACSB). The Faculty proposes to launch new MBA Programs in the Management of Technology & Innovation and Global Business. Faculty members will also be expected to contribute to the new graduate programs in International Finance and Public Policy and Administration, as well as the existing program in Communications and Culture. In 2006, the Faculty will move into a new, state-of-the-art building at the corner of Bay and Dundas in downtown Toronto. This prime location will reinforce our strong links to the heart of corporate Canada and support our vision of "shaping futures one at a time" as we graduate the next generation of business leaders. More information on the Faculty and each associated School may be found at www.ryerson.ca/fb

To support our projected growth, applications are now invited for multiple tenure-track and tenured appointments at the rank of Assistant, Associate and Full Professor, from high-calibre candidates across the following academic disciplines:

- Accounting
- Business Law & Regulation
- Database Management
- Entrepreneurship
- Finance
- Global Business
- Hospitality & Tourism Management
- Human Resources Management
- International Finance
- IS/IT
- Knowledge Management
- Management of Technology
- Marketing
- Network & Telecommunications Management
- Organizational Behaviour
- Quantitative Methods
- Retail Management
- Strategy
- Supply Chain Management & Logistics

Candidates for tenure-track appointments must have a PhD (or near completion) in a relevant discipline, a demonstrated record of or potential for strong scholarly research and publication, and evidence of superior ability in teaching. To support our focus on relevant curriculum and education, appropriate professional experience is an asset and, in some cases, may be required. For tenured appointments, rank will be commensurate with qualifications, experience and demonstrated excellence in research, teaching and graduate student supervision. In some cases, contractually limited term appointments may be considered for exceptional candidates, provided they hold at least a Master's degree in a related discipline. All appointments are subject to budgetary approval, will be made in accordance with the university's collective agreement, and will be effective July 1, 2005 or as otherwise mutually agreed.

To apply in writing, please forward a curriculum vitae indicating your discipline of focus, the names of three references, a copy of a sample publication and a brief research plan, to: Tom Knowlton, Dean, Faculty of Business, Ryerson University, 350 Victoria Street, Toronto, ON M5B 2K3. Please note that e-mail applications will not be accepted. The deadline for applications is March 15, 2005, but the competition will remain open until all positions are filled. Files may be reviewed prior to the deadline, so candidates are encouraged to apply early.

Ryerson University has an employment equity program and encourages applications from all qualified individuals, including Aboriginal people, persons with disabilities, members of visible minorities and women. Members of designated groups are encouraged to self-identify. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

DALHOUSIE UNIVERSITY
Inspiring Minds

Dean, Faculty of Health Professions

Dalhousie University

The Faculty of Health Professions (FHP) at Dalhousie University prepares health practitioners to excel in their diverse fields, and enhances health and social well-being through entry-level and advanced professional learning opportunities, practice innovation, and leadership in research and scholarship. Located in vibrant Halifax, Nova Scotia, the University itself offers some 15,900 students a broad range of opportunities.

With approximately 2,600 students (Dalhousie's third-largest student body), 193 FTE faculty, and 50 staff, the Faculty of Health Professions encompasses the College of Pharmacy, the Clinical Vision Science and Disability Management Programs, and the Schools of Health and Human Performance, Health Sciences, Health Services Administration, Human Communication Disorders, Nursing, Occupational Therapy, Physiotherapy, and Social Work. Visit **www.haalthprofessions.dal.ca** for more information.

The Dean will lead FHP in three strategic directions: enhancing graduates' excellence and contribution to society; strengthening research; and procuring additional facilities and resources to advance the Faculty's mission. Reporting to the Vice-President Academic and Provost, and leading a team of nine Directors, the Dean will also guide overall operations and manage a budget of over $16 million.

Dalhousie seeks a dynamic and visionary academic administrator and scholar who will be an effective advocate for education and research in the health professions.

In addition to appropriate advanced educational credentials, the ideal candidate should demonstrate clear evidence of administrative success and an ability to promote innovation within an inter-professional research and educational setting.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with disabilities, racially visible persons, and women.

The Search Committee will begin consideration of applications and nominations in mid-January, 2005. Please respond in confidence with a covering letter and c.v., or submit nominations to:

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
dalfhp@jwasearch.com

Janet Wright & Associates Inc.
Senior-level recruitment for the public and not-for-profit sectors
www.jwasearch.com

JWA

CAREERS CARRIÈRES

UNIVERSITY OF MANITOBA

DEAN
FACULTY OF HUMAN ECOLOGY

The Opportunity
Work collaboratively to provide visible, pro-active and visionary leadership to a progressive, first class interdisciplinary Faculty of Human Ecology.

The Challenge
Advance a climate that supports and encourages faculty to achieve excellence in teaching, research and scholarship and to foster partnerships within the University, with other post-secondary institutions, regional health authorities, government, industry, professional organizations, social agencies and the community.

The Candidate
Visionary leaders with proven success in strategic management and in human resource and student development, are invited to apply or to be nominated.

More Information
The Faculty consists of three departments: Family Social Sciences, Human Nutritional Sciences and Textile Sciences. Please consult www.umanitoba.ca/admin/vp_academic/ for a full description of the position and requirements. Please refer to position #ALG723 in all correspondence.

Should you want to learn more about this unique leadership opportunity, forward your C.V., a letter of introduction and the names and contact information of three referees in confidence to
Dr. Robert Kerr, Vice-President (Academic) & Provost and Chair, PAC, Human Ecology
Room 208 Administration Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2
Phone: (204) 474-9444; Fax: (204) 275-1160

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

www.umanitoba.ca

UNIVERSITY OF CALGARY

Associate Dean, Division of Applied Psychology

Associate Dean, Division of Applied Psychology

The University of Calgary invites applications and nominations for the position of Associate Dean, Division of Applied Psychology in the Faculty of Education.

The Faculty of Education has three Divisions, each headed by an Associate Dean, thus this is a Department Head equivalent position.

The initial administrative appointment will be for a five-year term, with an anticipated start date of **July 1, 2005.**

The unit was renamed from the Department of Educational Psychology, in 2001, to reflect an expanded mandate which includes an interdisciplinary Community Services Centre with a focus on research, program evaluation, client services and community consultation.

The Division, with 16 regular faculty appointees, contributes to teacher preparation programs and offers extensive programs at the Masters and Doctoral levels, with an on-campus graduate student enrolment of about 180. Areas of specialization within the Division include counselling psychology, school psychology, human learning and development, and special education.

The Division is currently pursuing CPA accreditation for its PhD program in counselling psychology, and expects to begin seeking accreditation of its school psychology program in the near future.

Further information on the Division of Applied Psychology and its programs is available on the university website at http://www.educ.ucalgary.ca/apsy/index.html

Candidates should be senior scholars who have established a reputation in teaching, scholarship, research, and service in one or more of the Division's areas of specialization. They should possess proven leadership qualities and have the ability to work both with other units of the university, as well as with community organizations.

The Associate Dean will have an aptitude for administration and leadership, as well as a reputation for collegiality, with the capacity to build relationships at all levels, including students, faculty, support staff, other university personnel and the wider community.

He or she will work closely with the other senior administrators in the faculty and will have the ability to work within institutional strategic transformational processes and structures. An elaboration on the Strategic Academic Priorities of the University of Calgary's Academic Plan 2002-2006 is available at http://www.fp.ucalgary.ca/unicomm/newhomepg/plan-update/

Applications, which should include a curriculum vitae, samples of published works, the names of three referees and a brief statement of the applicant's goals, should be submitted to: **Dr. Annette LaGrange**, Dean, Faculty of Education, University of Calgary, 2500 University Drive NW, Calgary, Alberta T2N 1N4 Canada. Applicants are also invited to email applications to Dr. LaGrange care of dclarkso@ucalgary.ca

Consideration of applications will begin **January 1, 2005** and will continue until the position is filled.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

The Bulletin — Over 37,000 Readers!

■ **EDUCATION — University of Lethbridge.** The Faculty of Education at the University of Lethbridge seeks to fill two Tenure-Track positions for 01 July 2005 in Teacher Education: 1) Mathematics Education: expertise in elementary and/or secondary mathematics teacher education; 2) General Teacher Education: expertise in any curricular discipline will be considered. Each of the two appointments carries the following expectations: contribution to the graduate program in the areas of professional practice and professional development; contribution to the undergraduate program in the areas of professional practice and professional development including supervision of pre-service students; teaching undergraduate and graduate courses; fluency with current theories and practices in areas of expertise; and engagement in scholarly or creative work. Qualifications include a doctoral degree, in an appropriate specialization completed or near completion; a minimum of five years successful K-12 classroom teaching experience; and eligibility for teacher certification in Alberta (BEd or equivalent). Experience with First Nations' students will enhance applications. Interest in integrating communications technology into the teaching and research repertoire will likewise strengthen applications for both positions. Applications from persons of Aboriginal descent are encouraged. Applicants are encouraged to indicate other areas of expertise relevant to teaching/research within a faculty of education. Applications, accompanied by a curriculum vitae and the names of three references, will be accepted until 31 January 2005 with interviews scheduled for February/March. For further information about the Faculty of Education visit our website http://www.uleth.ca/edu/index.cfm. Mail Applications to: Dr. Jane D'Arcy, Dean of Education, University of Lethbridge, 4401 University Drive, Lethbridge, AB, T1K 3M4. Telephone: (403) 329-2051; Fax: (403) 329-2252; E-Mail: jane.odea@uleth.ca. The University seeks to hire individuals who have demonstrated potential for excellence in teaching, research and scholarship. The University of Lethbridge is an equal opportunity employer. In accordance with the Canadian Immigration Regulations, first preference will be given to Canadian citizens and permanent residents of Canada, but all qualified applicants are encouraged to apply. All positions subject to Board Approval.

■ **EDUCATION — Université Laurentienne.** Plusieurs postes: Sous réserve d'approbation budgétaire. L'Université Laurentienne est située à Sudbury, une ville multiculturelle et dynamique qui diversifie rapidement sa base économique vers les secteurs de l'enseignement et des sciences de la santé, en plus du secteur minier. Sudbury est une ville moderne et agréable qui offre au corps professoral et à la population étudiante des possibilités uniques en matières d'enseignement, de loisirs et d'activités culturelles. Consultez http://sudburytourism.ca pour obtenir davantage d'informations. L'Université Laurentienne est un établissement bilingue et souscrit au principe de l'égalité d'accès à l'emploi. Le bilinguisme passif (français-anglais) est une condition d'obtention de la permanence. L'Université Laurentienne souscrit au principe d'équité en matière d'emploi et incite toutes les personnes qualifiées, y compris les femmes, les Autochtones, les membres de minorités visibles et les personnes handicapées à poser leur candidature. Conformément aux exigences du Canada en matière d'immigration, cette annonce s'adressa en premier lieu aux citoyens canadiens et aux résidents permanents. Les candidatures seront acceptées jusqu'au 14 mars 2005. Le PhD en éducation ou dans un domaine connexe est, à moins d'avis contraire, obligatoire. Les candidats et les candidates doivent faire parvenir un curriculum vitae, une liste de publications, un résumé des intérêts de recherche et trois lettres de recommandation à: Directrice de l'École des sciences de l'education, Université Laurentienne, 935 chemin du lac Ramsey, Sudbury (ON) P3E 2C6. Plus d'informations sont disponibles à: www.laurentienne.ca. Éducation (BA en éducation et BEd, formation initiale). Poste 1: Un poste à temps plein menant à la permanence. Enseignement des cours de TICE (Technologie de l'information et de la communication en education) et supervision de stages. Poste 2: Un poste à temps plein menant à la permanence. Enseignement das cours d'Éducation religieuse, d'Éducation et valeurs, de Micro enseignement et supervision de stages. Poste 3: Un poste à temps plein menant à la permanence. Enseignement des Arts, Micro anseignement et supervision de stages. Poste 4: Un poste à durée limitée (9 mois). Enseignement des cours de Planification, da mesure et d'évaluation et supervision de stages Pour les postes 3 et 4, la préférance sera accordée aux personnes qui détiennent un doctorat mais les candidats et les candidates qui détiennent una Maîtrise en éducation ainsi qua quelques années d'expérience dans la domaine peuront être considérées. Cependent, le PhD est une condition d'obtention de la permanence (poste 3).

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Electrical and Computer Engineering in the area of Electrical Systems commencing on or before July 1, 2005. For a datailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. M. Sid-Ahmed, Chair, ECE Appointments Committee — "ESE", Office of the Dean of Engineering, University of Windsor, 401 Sunset Avenue, Windsor, Ontario N9B 3P4, Phone: 519-253-3000, Ext. 2566; Fax: 519-971-3622, E-mail: apptang@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **ELECTRICAL & COMPUTER ENGINEERING — University of Waterloo.** The Department of Electrical and Computer Engineering of the University of Waterloo invites applications for several tenured or tenure-track positions at the rank of Assistant, Associate or Full Professor in the engineering of embedded, distributed or dependable computer systems. For senior positions, the department seeks exceptional applicants with leadership, vision, and strong records of research accomplishments. For junior positions, the department seeks strong applicants who are early in their careers and have demonstrated potential for quality research and teaching. Applicants should have earned a doctoral degree in Computer Engineering, Software Engineering, Electrical Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Eligibility for registration as a Professional Engineer is desirable. Highly qualified candidates will be considered for award of ECE Research Chairs. These Chairs receive substantial research funding and support for graduate students. The awards are given for an initial period of five years, with the possibility of renewal. The department currently has more than 60 faculty members. The graduate programs attract outstanding Canadian and international applicants, with an enrollment of more than 250 research Master and PhD students. The undergraduate programs in Computer Engineering, Electrical Engineering and Software Engineering (which is offered jointly with the School of Computer Science) draw from the top students from across Canada. The department offers an outstanding research environment with research laboratories in software systems and engineering, digital hardware design and verification, and other ECE areas ranging from wireless communications to microelectromechanical systems. Researchers benefit from close connections with the many high-technology companies in the Waterloo area and from the intellectual property policy of the University, which vests the rights with the inventor. Salaries will be competitive and will be determined according to the successful applicant's accomplishments, experience and qualifications. The University of Waterloo is located in the attractive two-university community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vita, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator, whose address is the following: Faculty Search Coordinator, Department of Electrical and Computer Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. If the applicant wishes, an additional soft copy of the above documents can be emailed to cv_computer@eca.uwaterloo.ca. All qualified candidates are encouraged to apply; however Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ **ENGLISH — Royal Military College of Canada.** The Department of English of the Royal Military College of Canada, Canada's military university, invites applications for a tenure-track position at the level of Assistant Professor in two of the following three areas: eighteenth-century English literature, Victorian literature, gender and literature. The required qualifications are a PhD in English literature, an acceptable record of research and publication, and acceptable teaching experience. In addition, the successful candidate should be prepared to teach a first-year survey course in English literature and composition and a second-year course on modern literature. The candidate must also be prepared to participate fully in the administrative aspects of the university. Proficiency in the use of the English language is essential for this position. The salary range is under negotiation; however, the 2003–2004 salary range for an Assistant Professor is from $43,126 to $74,000, plus an annual terminable allowance of $3,000. The starting salary will be in accordance with experience and qualifications. The appointment will be subject to a probationary period of three years. Interested candidates should forward their curriculum vitae including a copy of their transcripts, teaching evaluations, a summary of research interests, sample publications and three letters of recommendation to: Dr. Lorne Shirinian, Head, Department of English, Royal Military College of Canada, c/o Mrs. Jessica Urso, Civilian Human Resources Office, Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4; Phone: (613) 541-5010 ext. 5005; Fax: (613) 541-4496; Email: Urso.JL@forces.gc.ca. The expected starting time for the position is the summer of 2005. The closing date for the competition is 28 February 2005. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/icic/ for further information. The Royal Military College of Canada is a coeducational and bilingual university, and this position is offered equally to women and men.

■ **ENGLISH — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in English.

■ **ENGLISH — Carleton University.** The Department of English invites applications for two preliminary positions at the rank of Associate Professor to begin 1 July 2005, subject to budgetary approval. Applications from qualified Assistant Professors will also be considered. We are seeking candidates with expertise in the literature and culture of one or more of the following areas and/or periods: African; American (Pre-20th Century); Canadian; Renaissance (especially 17th Century). Departmental assignments will include teaching core courses at the undergraduate level and both teaching and supervising in the MA program. In addition, we are planning a new PhD program and we anticipate that successful candidates will be involved in its delivery. (For more details on this program proposal, please contact the department chair.) Department members with a demonstrated interest in Cultural Theory may also participate in an inter-disciplinary doctoral program. Teaching experience and a strong record of research and publication are required. Applications will be reviewed beginning 5 January 2005. Completed applications should include a letter of application, a curriculum vitae, academic transcripts, three letters from referees, teaching evaluations, and samples of writing or published

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work. Please arrange to have these materials forwarded to: Robert Holton, Chair, Department of English, Carleton University, 1125 Colonel by Drive, Ottawa, Ontario K1S 5B6. All qualified candidates are encouraged to apply. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ENGLISH — Saint Mary's University.** The Department of English at Saint Mary's University invites applications for a tenure-track position at the rank of Assistant Professor in the field of Modern Irish Culture and Literature in English. The successful applicant will have opportunities to participate in the interdisciplinary Irish Studies program, one of the few such programs in Canada. Knowledge of the Irish language will be an asset. The successful candidate will hold a PhD. The appointment will begin 1 July 2005. This is an international search and candidates of all nationalities are encouraged to apply. However, in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is uniquely committed to serving the local, regional, national and international communities, and integrating such activity as part of learning environment for undergraduate and graduate students. The Faculty of Arts is particularly interested in scholars with creative approaches to undergraduate education who can also contribute to its interdisciplinary programs and cultural studies approaches to disciplines. Saint Mary's University is located in the historic port city of Halifax, Nova Scotia, a vibrant, urban community of over 300,000 people. Halifax is a major educational centre for Atlantic Canada and is home to five universities. It is conveniently located to recreational areas and to other major urban centres in Canada and the northeastern United States. For additional information about the University and the Department, please see our website at http://www.stmarys.ca Letters of application accompanied by an up-to-date curriculum vitae, teaching dossier, writing sample and the names and contact information for three referees should be sent to: Dr. Goran V. Stanivukovic, Chair, Department of English, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 Canada; E-mail: Goran.Stanivukovic@smu.ca; Website: www.smu.ca. The closing date for applications is 18 March 2005. Referees are asked to submit letters only upon request from the Chair. Saint Mary's University is committed to the principles of employment equity.

■ **ENGLISH — University of Lethbridge.** The Academic Writing Program at The University of Lethbridge invites applications for two continuing (probationary) Academic Assistant Instructor positions to begin July 1, 2005, subject to budgetary approval. A PhD or Master's degree in rhetoric/composition (specializing in academic writing, writing in the disciplines, or professional writing) or English is required, in addition to training and experience in the instruction of composition. The successful candidate will be expected to teach multiple sections of the Introduction to Academic Writing course designed to develop skills in academic reading and writing at the university level. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. Applications should include a curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, and the names of at least three academic referees. Send this material and arrange for the letters of reference to be mailed directly to: Dr. Cliff Lobe, Coordinator, Academic Writing Program, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: 403-329-2571. Email: cliff.lobe@uleth.ca (all applications must be in hard copy) The closing date for applications is February 28, 2005. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non smoking environment. For more information about the University please visit our web site at www.uleth.ca.

■ **ENVIRONMENTAL SCIENCE — Carleton University.** Applications are invited for a tenure-track position at the rank of Assistant Professor in the Institute of Environmental Science, with a cross-appointment in the Department of Biology, at Carleton University. The position is to commence on July 1, 2005. The successful candidate will possess a PhD degree in an appropriate discipline, have demonstrated ability in Environmental Science, and have a strong commitment to excellence in teaching and research. The successful candidate will be expected to develop a strong, externally-funded and field-based research program, supervise undergraduate and graduate students, and develop and teach undergraduate and graduate courses. Excellent opportunities exist in the Ottawa region for collaborative work with federal government laboratories in agriculture, health, environment, wildlife biology, and biotechnology, among others. Collaboration with the National Wildlife Research Centre, located on the Carleton campus, is strongly encouraged. The Institute of Environmental Science and the Department of Biology are part of the College of Natural Sciences in the Faculty of Science. In addition, the Department of Biology has close links in teaching and research through a joint graduate program with the Department of Biology at the University of Ottawa. This position is subject to final budgetary approval. The application deadline is January 31, 2005. Applicants should send a curriculum vitae, statements of teaching and research interests, and the names of three referees to: Marilyn Stock, College of Natural Sciences, Herzberg Laboratories, Carleton University, 1125 Colonel By Drive, Ottawa ON K1S 5B6 Canada; E-mail: marilyn_stock@carleton.ca. For further details see: http://www.carleton.ca/acadpositions, http://www.carleton.ca/enviroSci, or http://www.carleton.ca/biology. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **ENVIRONMENTAL STUDIES — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a tenure-stream position in Environmental Science beginning September 1, 2005. Candidates should have a strong background in soils and the ability to teach in one or more of the following areas: microbiology, mineralogy, soil chemistry, remediation. Teaching responsibilities also include introductory courses and supervision of 4th year student projects. The successful candidate will be involved in the development of new courses. Opportunities exist for developing research collaboration with local federal and provincial scientists from NRCAN-Canadian Forestry Service (on campus), Department of Environment and Conservation (Provincial) and Gros Morne National Park. PhD required. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9 For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **ÉTUDES FRANÇAISES — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Études françaises.

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■ **FOLKLORE — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 3-year appointment beginning September 1, 2005. The successful candidate must be prepared to teach a range of courses in Folklore, including courses on Newfoundland Folklore and Newfoundland Society and Culture. Candidates with additional expertise in Anthropology may be given preference. Courses taught by the candidate are offered as an essential component of the Social/Cultural Studies program, an interdisciplinary Bachelor of Arts degree linking anthropology, folklore and sociology. PhD or near completion. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **FOLKLORE — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 8.5 month term appointment in Folklore beginning August 15, 2005. The successful candidate must be prepared to teach a range of courses in Folklore, including courses on fieldwork methods, communities and folklife studies. Clear preference will be given to candidates who can also teach introductory cultural anthropology. Courses taught by the candidate are offered as an essential component of the Social/Cultural Studies program, an interdisciplinary Bachelor of Arts degree linking anthropology, folklore and sociology. Applicants should have a PhD in hand, or one that is close to completion. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Book, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **FRENCH — University of Toronto at Scarborough.** The Department of Humanities at the University of Toronto at Scarborough invites applications for a full-time appointment in French at the level of Lecturer, starting July 1, 2005. The position involves teaching undergraduate French courses (grammar, conversation, composition) at all levels, co-ordinating language course offerings, overseeing the language laboratory and directing the Specialist Program for the Education of Teachers in French. The position is renewable annually and assessment for promotion to a continuing Senior Lecturer rank may take place in the fifth year. Requirements: PhD in French as a Second Language, in French Studies or the equivalent (completed as of 1 July 2005); specialization in FSL teaching or related area; experience in teaching French as a second language; experience in applying new technologies in language teaching, an excellent teaching dossier; excellent command of French and very good knowledge of English; administrative ability; and an aptitude for teamwork. Salary: Commensurate with experience and qualifications. Interested applicants should submit a CV, teaching dossier and letters sent directly by 3 referees before 15 January 2005 to Professor Elizabeth Cowper, Chair, Department of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario M1C 1A4. The University of Toronto offers possibilities for teaching and research, working with groups and institutions that reflect the diversity of the Greater Toronto Area, and living in one of the most cosmopolitan cities in the world. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply; however, citizens and permanent residents of Canada will be given priority.

UNIVERSITY OF CALGARY

Director of Continuing Education

Director, University of Calgary Continuing Education

The University of Calgary invites applications and nominations for the position of **Director of Continuing Education.** The Director of the University of Calgary Continuing Education (UCCE), acting as an entrepreneurial chief executive officer, will lead the unit in achieving its mandate of responding to the needs of the community by facilitating the development and growth of lifelong learning opportunities in support of the University of Calgary's core principles and financial expectations.

University of Calgary

The University of Calgary is a comprehensive, research-intensive university with almost 30,000 undergraduate and graduate students. Situated in a rapidly growing city, characterized by diversity, volunteerism and entrepreneurial vitality, the university helps the province to foster discovery and innovation, and to develop a highly skilled workforce for the knowledge economy.

Continuing Education

University of Calgary Continuing Education (UCCE) houses one of Canada's largest and most successful continuing education programs. It is a multidisciplinary unit offering credit, diploma, certificate and non-degree programs, using on-site and online technologies for course delivery. UCCE's operating budget is approximately $20 million and it employs close to 70 full-time staff members.

UCCE has three main program areas: Special Sessions, Extensions and The French Centre. The Special Sessions program offers weekend university, credit travel study, and spring/summer undergraduate and graduate credit courses, with approximately 20,000 registrations annually. The Extensions unit consists of three programming teams and one central services team, serving over 15,000 individual students and approximately 20,000 registrations annually. Both Special Sessions and Extensions fund the majority of their own operational costs and are expected to contribute financially to the university. The French Centre, a program cultivating the development of French on campus and in the community, is also an integral part of UCCE. The success of UCCE in meeting its business target in a competitive environment is dependent upon providing highly effective client service and quality programs. More information about UCCE can be found at: www.ucalgary.ca/cted

The Ideal Candidate

The ideal candidate is expected to possess:

- Excellent academic and professional credentials, with preference given to those with an earned doctorate
- Administrative expertise in a large, complex, post-secondary (or similar) environment
- Demonstrated ability to foster internal and external relationships in a collaborative manner
- A vision of continuing education within a dynamic university in the urban community
- Demonstrated success in an entrepreneurial setting, and a firm understanding of business processes and team dynamics

The Director's initial appointment is for a five-year term, and is renewable. Depending on the qualifications of the successful candidate, there is a possibility of an academic appointment in a relevant faculty at the end of the term.

Applications, complete with an expression of interest specifically addressing the characteristics describing the ideal candidate, a curriculum vitae, and names and contact information for five referees, should be forwarded in confidence to: **Dr. Ron Bond**, Provost and Vice-President (Academic), University of Calgary, 2500 University Drive NW, Calgary, Alberta, T2N 1N4, Canada. Telephone: (403) 220-5464 Fax: (403) 289-6800.

Consideration of applications will begin early in **January 2005**, for an appointment date of **July 1, 2005.**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.
To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

UNIVERSITY OF MANITOBA

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More Information
Please consult www.umanitoba.ca/admin/vp_academic/ for a full description of the position and requirements. Please refer to position #ALG747 in all correspondence.

Should you want to learn more about this unique leadership opportunity, forward your C.V, a letter of introduction and the names and contact information of three referees in confidence to **Dr. Robert Kerr, Vice-President (Academic) & Provost and Chair, PAC, Graduate Studies Room 208 Administration Building, University of Manitoba, Winnipeg, Manitoba R3T 2N2** Phone: (204) 474-9444; Fax: (204) 275-1160

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Manitoba is committed to employment equity, welcomes diversity in the workplace, and encourages applications from all qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. Application materials, including letters of reference, will be handled in accordance with the Freedom of Information and Protection of Privacy Act (Manitoba).

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■ **FRENCH LANGUAGE & LITERATURE — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a tenure-stream position and a three-year contractual position in French Language and Literature starting September 1, 2005. Applicants for both positions should have completed or be near completion of a PhD, have demonstrated competence in teaching French as a second language at the introductory and intermediate undergraduate levels, and be prepared to teach in an English-speaking environment. For the tenure-stream position, expertise in contemporary Francophone culture, literature, and film or other preparation suitable for participation in the College's Humanities Programme would be an asset. La division des Arts de Sir Wilfred Grenfell College, Memorial University of Newfoundland, sollicite des candidatures pour un poste menant à la permanence ainsi que pour un poste contractuel de 3 ans. Les exigences pour les postes incluent: doctorat en études françaises, expérience dans l'enseignement du français langue seconde au niveau débutant et une bonne connaissance de l'anglais pour travailler en milieu anglophone. Pour le poste menant à la permanence, des compétences dans les domaines des cultures, littératures, films francophones ou toute autre expertise permettant d'enseigner des cours dans le cadre du programme des Humanités seraient un atout. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Cornel Brook, NL A2H 6P9. For further information visit www.swgc.ca All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

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■ **GÉNIE CIVIL — Collège militaire royal du Canada.** Le département de génie civil du Collège militaire royal du Canada recherche des candidats pour combler un poste de professeur(e) adjoint, en géotechnique, conduisant à la permanence. Le département vise à consolider son programme de 2ième et 3ième cycle ainsi qu'à accroître son rôle au sein du Génie-Engineering Center at Queen's-RMC et promouvoir la collaboration avec d'autres départements et organisations. Notre programme d'études supérieures est accrédité par le Conseil des études supérieures de l'Ontario (CESO), est ouvert aux étudiants militaires et civils, en maîtrise et doctorat. Des fonds de recherche peuvent être obtenus de la part d'agences internes au MDN (Ministère de la défense nationale), d'autres organisations gouvernementales, d'agences nationales comme le CRSNG et CFI, CresTech, MTO HIFP et du milieu industriel. Le candidat retenu deviendra membre du GeoEngineering Center at Queen's-RMC, établi conjointement au CMR et à Queen's. Des installations de calibre international sont disponibles au CMR pour la recherche sur les murs de soutènement renforcés avec géosynthétiques et leur comportement para-sismique. Les candidats possédant une maîtrise de la modélisation numérique en géotechnique sont particulièrement recherchés afin de contribuer aux projets expérimentaux en cours. Les qualifications requises sont un PhD en génie civil, un dossier de publications acceptable dans le domaine de spécialisation ainsi qu'une expérience d'enseignement intéressante. Les candidats doivent aussi être éligibles pour s'enregistrer en temps qu'ingénieur professionnel. Le candidat retenu devra être prêt à enseigner dans son domaine de spécialisation ainsi que dans d'autres domaines du génie civil. De plus, le candidat sera requis de faire des demandes de fonds de recherche (incluant le CRSNG), d'entreprendre un programme de recherche en géotechnique et de participer pleinement aux activités des études supérieures. Le candidat devrait aussi être en mesure de communiquer dans les deux langues officielles bien que l'enseignement puisse se dérouler en anglais seulement. De l'expérience avec le MDN et/ou les forces armées canadiennes pourrait être un atout. Pour de plus amples information à propos de cette offre d'emploi, les candidats sont invités à prendre contact avec Dr Pierre Quennerville du département de génie civil au (613) 541-6000, poste 6394, ou par courriel à quenneville-p@rmc.ca ou avec le Dr Richard Bathurst au (613) 541-6000, ext. 6479, ou par courriel à bathurst@rmc.ca. De l'information au sujet du département se trouve au www.rmc.ca/academic/civil/index_f.html sur le site web du CMR. L'échelle salariale pour un professeur adjoint s'étend de $43,126 à $74,000 selon la convention collective qui prend fin le 30 juin 2004. Le salaire accordé dépendra de l'expérience et des qualifications du candidat. La personne nommée aura une période de stage de trois ans. Un curriculum vitae, accompagné d'une attestation d'élude (graduée et sous-graduee), d'un sommaire des intérêts de recherche, de trois exemples de publications et de trois lettres de recommandations, doit être envoyé à: Mme Lucille Maillet, Ressources humaines civiles (Kingston), Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4; Tél: (613) 541-5010, poste 5037; Fax: (613) 541-4498; Courriel électronique: maillet.lm@forces.gc.ca. La date prévue d'entrée en fonctions est le 1er juillet 2005. La date limite d'acceptation des candidatures est fixée au 31 mars 2005. Selon la Loi sur l'emploi dans la fonction publique, la préférence sera accordée aux citoyens et citoyennes du Canada . Les personnes qui ont obtenu un diplôme d'études à l'étranger doivent prouver qu'il est équivalent aux diplômes canadiens. Pour de plus amples renseignements à ce sujet, veuillez consulter le Centre d'information canadien sur les diplômes internationaux à l'adresse suivante: http://www.cmec.ca/cicic/. Le Collège militaire royal du Canada est une institution mixte, bilingue, ce poste est offert également aux femmes et aux hommes.

■ **GEOGRAPHY — McGill University.** The Department of Geography invites applications for the following positions: 1) Terrestrial Global Hydrology and Climatology (Associate Professor): The successful candidate's teaching and research will focus on modelling large basin, continental or global-scale movement of freshwater. We are particularly interested in someone whose research couples hydrology with changes in climate, land cover/use, and/or water utilization, and their effect on the freshwater hydrological cycle. The emphasis should be on geophysical controls, biogeochemical transfers, links with climate, and/or integration across scales in hydrological systems. Resolving the global water cycle and determining how human activity is altering this cycle is recognized as a "grand challenge" In the new mid-departmental undergraduate program in Earth System Science (ESS). Because hydrology is a key connection between the terrestrial biosphere and the atmosphere and oceans, the successful candidate will make a crucial contribution both to the introductory courses in Earth System Science and to the development of uppai fevel and graduate courses in ESS. Expertise in global terrestrial hydrology will be an obvious asset in McGill's FQRNT-funded Global Environmental and Climate Change Centie, and complement existing expertise in land use/land cover change, biogeochemistry, landscape ecology, and fluvial and periglacial geomorphology In the Department of Geography, and atmospheric and oceanic geophysics in the Department of Atmospheric and Oceanic Sciences. 2) Land Use and Land Cover Change Full Professor and Tier 1 Canada Research Chair nomination): Human driven landscape change is altering aspects of the biosphere that are important to life on Earth. These include local and regional climates, biogeochemical and hydiological cycles, soil fertility, and the availability and reliability of ecosystem services. We are searching for an individual whose teaching and research will focus on building a cross-scale understanding of the drivers and consequences of land use and land cover change. The ideal candidate will have a strong interdiscrplinary approach to Earth System Science, integrating biophysical, ecological, economic, political and social processes in a manner that is consistent with the goals of programs such as the International Geosphere-Biosphere Programme (IGBP) and the International Human Dimensions Programme on Global Environmental Change (IHDP), which address the critical role of land use/covei change in Earth system functions through the Land Use and Land Cover Change Project (LUCC) and the new Global Land Project (GLP). Given the influence of land use/covei on climate change, the appointee's expertise would be an obvious asset to McGill's Global Environmental and Climate Change Centre. The two appointees will make up part of the core faculty in the newly established undergiaduate Earth System Science program at McGill University. Six new positions will be filled within the next year to support this program, two in each of the departments directly involved in the program: Atmospheric and Oceanic Sciences, Earth and Planetary Sciences, and Geography. Thiee of these appointments will deal specifically with the area of water, a resource of increasing global value. The appointees will be expected to participate in team-teaching of the core courses of the ESS program, establish links and collaborations with researchers in other units (e.g., Brace Centie for Water Resources Management, McGill School of Environment) and maintain an active research program. Applicants should submit a letter of application, curiculum vitae, statements of research interests and teaching philosophy, and the names and addresses of three referees to: Prof. Gordon Ewing, Chali, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2K6. The anticipated start date for the positions is July 1, 2005. Review of the applications will begin In February 2005 and continue until the positions are filled. All qualified candidates are encouraged to apply, However, Canadian citizens and permanent residents of Canada will be given priority. McGill University is committed to equity in employment.

■ **GERONTOLOGY — Simon Fraser University.** Simon Fraser University seeks a dynamic forward-thinking individual with demonstrated research, development, administrative and communication skills to assume the position of director of its internationally renowned Gerontology Research Centie (GRC). Established in 1982, the GRC's mandate is to conduct and foster research on individual and population aging as well as to serve as a central source of information on aging. Resources include the Dr. Tong Louie Library and the Imperial Oil Gerontology Collection and Information Service. Staff include researchers-in-residence, post-doctoral fellows, a full time information specialist, technical and support staff and research assistants. Five themes guide the Centre's activities: Aging and the Built Environment, Health Promotion/Population Health and Aging, Prevention of Victimization and Exploitation of Older Adults, Changing Demographics and Lifestyles, and Older Adult Education. The successful candidate will have publications, research and teaching interests/experience in the area of Aging and Health and will be appointed at the Assistant or Associate Professor rank in the Department of Gerontology, splitting their duties equally between the teaching programs and GRC. The Department, established in 1983, currently offers a minor in Gerontology, a Post Baccalaureate Diploma, and a Masters Degiee and is proposing a PhD program, SFU is at the leading edge of gerontological research and training in Canada and has a reputation as one of the best comprehensive universities in the country. SFU is committed to the principle of equity in employment. All qualifred candidates are encouraged to eoply; however, in accoidance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applicants should include a covering lettei, curriculum vitae, evidence of the qualifications being sought, two samples of their publications, and the names of three references. Applications should arrive no later than February 15, 2005. Address coirespondence to: Professor Andrew Wister, Chair, Department of Gerontology, 515 West Hastings, Vancouver, B.C. V6B 5K3. For further information about the Gerontology Research Centie and Department of Gerontology, please see our web site at: www.sfu.ca/gero.

■ **GERONTOLOGY/GERIATRICS — University of Waterloo.** Applications are being accepted for Director, Research Institute for Aging. This is a five-year faculty research appointment (with renewals) beginning alten May 31, 2005. The successful candidate will have a PhD and/or MD with expertise in Gerontology/Geriatrics or related discipline and have an established research record in aging. Demonstrated success in obtaining research funds; experience in working with older adults; administrative skills required. Salary range commensurate with qualifications and experience. The Research Institute for Aging is a new academic initiative in partnership with the University of Waterloo and the Village of Winston Park (a continuum of care seniors complex). The vision of the Institute is to enhance the care of seniors in both community-based and institutional living environments through research, innovative programs and staff training. Send curriculum vitae and the names of three referees to Professor Mike Sharratt, Dean, Faculty of Applied Health Sciences, University of Waterloo, Waterlpo, Ontario, CANADA, N2L 3G1. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **GESTION — Université McGill.** Faculté de gestion: La faculté de gestion est à la recherche de candidats pour des postes de professeur agrégé/adjoint donnant accès à la permanence, des teimes limités de professeur adjoint (catégorie spéciale) et de professeur invité dans les domaines de la comptabilité, finance, gestion générale, gestion de l'informatique, sciences de la gestion(gestion des opérations), marketing, comportement organisationnel et politique générale des entreprises. Les candidats possèdent une solide expérience de la recheiche ou ont le potentiel de s'y consacier, ainsi qu'une bonne expeiience de l'enseignement. Les candidats eu poste de professeur adjoint sont titulaires d'un doctoiat ou en instance de le teiminer dans l'année. Salaire et échelon sont fonction des qualifications et de l'expérience de recheiche des candidats. La faculté de gestion compte 70 professeurs à plein temps et offie des programmes de baccalauréat en commeice, de MBA et de PhD. Faites parvenii votre candidature, ainsi que trois(3) lettres de références et diplômes(copies) obtenus au Vice-doyen — affaires académiques, Faculté de gestion, 1001, rue Sherbrooke ouest, Montreal, Québec, H3A 1G5, avant le 31 janvier 2005. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent aux citoyens canadiens et aux résidents permanents. L'Université McGill souscnt à l'équité en matière d'emploi.

■ **GLOBALIZATION — McMaster University.** The Faculty of Social Sciences at McMaster University invites applications for a tenure-track position at the assistant professor level whose focus will be Global Social Policy. The field of global social policy examines the degree of globalization of social policy, the social content of global politics and the impact of globalization on nation-state social policies. It includes topics such as: the impact of supranational organizations on the making of national social policy; policy developments favouring global social redistribution of resources; global social health policy-making; transnational labour regulation; global social provision and empowerment; the role of transnational civil society (transnational social movements and international NGOs) in social policy areas; and the role of the business world in shaping the global discourse on social policy and development. The candidate should be capable of effective teaching and supervision at the graduate level in the a Social Science Department such as, but not limited to, Political Science, Social Work or Sociology, and be able to provide a course on global social policy for the interdisciplinary MA in Globalization Studies offered by the Institute on Globalization and the Human Condition (IGHC). The candidate must also be able to contribute effectively to the undergraduate programme in their disciplinary home Department. The candidate should have a PhD or be near completion and show piomise of excellence in teaching and research. The Faculty expects the person who takes up the position to engage in an independent research programme yielding significant peer-reviewed publications. McMaster has an innovative and extensive globalization research program housed in the Institute on Globalization and the Human Condition (http://globalization.mcmaster.ca/) and is the future home of the journal Global Social Policy (http://www.gasjpo.org/journal/). The successful candidate's programme of research should be complementary to international research initiatives such as the Globalsem and Social Policy Programme (http://www.gasjpo.org/index.asp) An application, including a curriculum vitee, three letters of reference, a teaching dossier (including an outline for an undergraduate course and an interdisciplinary graduate course in Globalization Studies) and a copy of a recent publication or paper should be sent to: Dr. Imie Szeman, Director, Institute on Globalization and the Human Condition, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M4. Deadline for applications: February 14th, 2005.

UNIVERSITY OF ALBERTA
EDMONTON ALBERTA, CANADA

www.careers.ualberta.ca

Tenure-Track Positions

Augustana Faculty, University of Alberta

The University of Alberta's new Augustana Faculty is at the initial stages of a dynamic program of renewal and growth. It invites applications in a number of key areas. At least six tenure track positions at the rank of Assistant Professor are expected to commence July 1, 2005.

The Augustana Faculty teaches about 1000 undergraduate students on a picturesque residential campus in the city of Camrose, 90 km southeast of Edmonton. After a long educational history, including two decades as an independent, degree-granting university college of the Lutheran church, Augustana was incorporated into the University of Alberta in July 2004. The Faculty is committed to building on its reputation for rigious, high-quality teaching in the tradition of the liberal arts and sciences, and, in doing so, providing a distinctive undergraduate academic experience for students within one of Canada's leading universities. It seeks to attract promising scholars who will share its enthusasm for teaching in a small-campus environment, participate actively in a collegial culture of inquiry and public engagement, and flourish as researchers in an undergraduate, interdisciplinary, and rural location.

For all positions, the ability to contribute to areas of interdisciplinary strength and interest for the Faculty will be an asset. Those areas include envronmental studies, international development studies, rural and northern studies, and women's studies. Long-term interest in, and potential for, academic leadership may also be a consideration in an appointment.

For information about Augustana and particular programs, please consult the Faculty webpage at www.augustana.ca. Inquiries concerning any of the positions in this advertisement should be directed to the Chair of the relevant department.

CHEMISTRY

The Department of Science invites applications for a position in Chemistry. The successful candidate will have a Ph.D. in either Physical or Analytical Chemistry and will be expected to teach courses in both areas, to complement the program's existing strengths in Organic and Inorganic Chemistry. Applicants should be interested in helping to build a high-quality, student-friendly, teaching-oriented Chemistry program that also recognizes the value of research.

COMPUTING SCIENCE

The Department of Science invites applications for a position in Computing Science. Any area of specialization within the discipline will be considered, but the ability to teach a variety of the core courses of a standard computing science curriculum will be required. The successful candidate will have the opportunity to teach small classes at all undergraduate levels and to work in a relaxed, small urban setting 90 km southeast of Edmonton. This position is advertised at the rank of assistant professor, though consideration may be given to other outstanding applicants.

The successful candidate preferably will hold, or have nearly completed, a Ph.D. in Computing Science. Should a suitable candidate for a tenure-track appointment not be found, applications for a term appointment will be accepted. The successful candidate for the term appointment as lecturer in Computing Science will hold a Masters degree in computing science and will have the ability to teach a variety of the core courses of a standard computing science curriculum.

DRAMA

The Department of Fine Arts invites applications for a position in Drama. The successful candidate will be one of three faculty members in a program that offers a highly integrated, ensemble-based education in the context of a liberal arts and sciences program. As a result, faculty members are expected to be versatile generalists, able to teach courses in performance areas as well as lecture courses in history and theory at both the introductory and senior levels. Since experiential learning is central to this program, participation in major productions is expected. Therefore, practical knowledge and experience in producing public performances are assets.

Generalists with any combination of experience and expertise are invited to apply but those with particular strengths in movement and physical theatre, or in theatre history and literature, will be closely considered. Applicants should hold either a Ph.D. or a Master of Fine Arts degree in theatre, combined with relevant professional experience. Demonstrated teaching ability at the post-secondary level will be a strong asset.

ECONOMICS/MANAGEMENT

The Department of Social Sciences invites applications for a position that involves teaching in both the Economics and Management programs. Any area of specialization will be considered, but preference will be given to candidates whose teaching interests include Industrial Organization and who can contribute to the development of a relatively new Management program. Applicants should hold a Ph.D. in Economics, Finance, or Business, or be close to completion of that degree.

ENVIRONMENTAL SCIENCE/STUDIES

The Department of Science invites applications for a position in Environmental Science Studies. The successful candidate will contribute to two proposed interdisciplinary programs, a B.Sc. in Environmental Science and a B.A. in Environmental Studies. Candidates should be able to teach GIS, statistics, and senior courses in a specialty area. Ability to teach related environmental courses (e.g., resource management, freshwater systems, field methods, history, or politics) would be an asset. Applicants should possess or be near completion of a Ph.D. in Environmental Science Studies, Geography, or a related field.

ENGLISH

The Department of Humanities invites applications for a position in English. The successful candidate will be one of five faculty members in an English program that covers most periods and areas of literary studies. As a result, faculty members are expected to be versatile generalists, able to teach introductory survey courses and senior courses in several areas. Applicants should be able to teach courses in at least two of the following areas: U.S. Literature, Post-Colonial Diasporic Literature, Women's Writing, Creative Writing, Children's Literature, or other and or emerging areas. Applicants should hold a Ph.D. or be close to completion of that degree. In the case of an applicant specializing in Creative Writing, a Master's degree and a substantial record of publication will be considered.

PHILOSOPHY

The Department of Humanities invites applications for a position in Philosophy. The successful candidate will become the fourth member of a proposed new degree program in Philosophy, Religion, and Culture. The candidate should have expertise in at least one area of the history of philosophy and be competent to teach a variety of undergraduate classes, including introductory courses and critical thinking. The ability to teach a course in Philosophy and the Environment will be an asset. Applicants should hold a Ph.D. or be close to completion of that degree.

PHYSICS

The Department of Science invites applications for a position in Physics. The successful candidate will become the fourth member of a degree program in Mathematics and Physics. Candidates specializing in any area of physics will be considered, but preference will be given to those able to teach a wide variety of physics courses at the undergraduate level. The successful candidate will also be expected to teach some undergraduate mathematics courses, primarily at the first-year level. Applicants should hold or be near completion of a Ph.D. degree.

POLITICAL STUDIES

The Department of Social Sciences invites applications for a position in Political Studies. The successful candidate will be expected to teach primarily in international relations or political philosophy, as well as a second area of specialization that can broaden the program's course offerings. The ability to contribute to Faculty initiatives in global and development studies or to a potential University initiative in Peace and Conflict Studies will be considered an asset. Applicants should possess or be near completion of a Ph.D.

PSYCHOLOGY

The Department of Social Sciences invites applications for a position in Psychology. The successful candidate will teach a range of courses in the area of applied social psychology as well as introductory psychology. Ability to create opportunities for undergraduate research will be considered an asset. Areas of expertise that would fit particularly well given our academic and community context include aging, gender, or health; however, we will consider all areas of specialization within applied social psychology. Applicants should possess or be near completion of a Ph.D.

All appointments will be made at the rank of Assistant Professor. The current salary scale begins at $51,766; the benefit package is comprehensive.

Applicants should submit curriculum vitae, including evidence of successful teaching and samples of scholarly work, and arrange to have transcripts and three confidential letters of reference sent to:

Dr. Roger Epp
Dean (Acting)
Augustana Faculty
University of Alberta
4901-46 Avenue
Camrose, AB, T4V 2R3
Email: Roger.Epp@ualberta.ca

Closing date for applications is January 22, 2005, or until a suitable candidate is found.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

CAREERS CARRIÈRES

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■ **HEALTH STUDIES & GERONTOLOGY/ PSYCHOLOGY — University of Waterloo.** The Department of Health Studies and Gerontology and the Department of Psychology at the University of Waterloo have a joint tenure track position for a community health psychologist/behavioural scientist with interest in public health teaching and research. The University of Waterloo is initiating a new program in public health. A proposed Master of Public Health (MPH) program will begin in 2006 to complement research and clinically oriented masters and doctoral programs. Emphasis will be on training public health professionals with respect to the socio-behavioural and environmental aspects of public health. Eight new faculty are being appointed. An enrollment of 100 students is anticipated by the end of the decade. The successful candidate will have a demonstrated commitment to research and teaching excellence with expertise in the psychological/behavioural aspects of public health. Potential areas of interest include but are not limited to the prevention of chronic disease and harm (e.g., CVD, cancer, diabetes, dementia), the ecological foundations of health (especially the interplay of social, behavioural and biological factors and conditions), health risks (physical activity, tobacco abuse, alcohol and drug abuse, healthy eating, obesity, sexually transmitted diseases), social justice, community development, or more broadly defined interests (mental health promotion, healthy aging, International health, the translation of research into public health practices and policies). Focus should be on improving the health of populations and communities rather than primarily on the clinical treatment of individuals. Applicants must have a PhD or equivalent. Eligibility for registration with the Ontario College of Psychologists would be a benefit, but is not a requirement. A joint appointment at the rank of Assistant Professor in Psychology (49 percent) and Health Studies and Gerontology (51 percent) is anticipated. The desired start date is July 1, 2005 but some flexibility may exist. Host Departments have a long history of training and research excellence. Department members have established strong, well-funded research programs. We are home to several leading research Centers and Institutes concerned with chronic disease and injury prevention, child development, environmental risk assessment, health informatics, aging, and more. There are many opportunities for collaboration with all levels of government, leading non-profit health organizations, and the national and international research community. Prospective applicants may visit the Department websites at www.ahs.uwaterloo.ca/hsg/ and www.psychology.uwaterloo.ca/ for more information. Qualified candidates are invited to send a Curriculum Vitae, a statement of teaching and research interests, two recent research articles, and three letters of reference by February 28, 2005 to Dr. Stephen McColl, Chair, Department of Health Studies and Gerontology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **HISTORY — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in History.

■ **HISTORY — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of History in the area of Early Modern European History at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Bruce Tucker, Head, Department of History, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext 2323, Fax: 519.971.3610, E-mail: tucker1@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877.565.6608 (toll free) or recruit@uwindsor.ca.

■ **HISTORY — University of Guelph.** The University of Guelph invites applications for a tenure track position at the rank of Assistant Professor, effective 1 July 2005, in the history of the Middle East. Applicants should demonstrate abilities to teach outside the area of specialization. Preference will be given to those applicants with a completed PhD and scholarly publications. The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in graduate education through the Tri-University Graduate Program in History. Demonstrated commitment to teaching and research excellence is required. Engagement with new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked and research intensive comprehensive university located one hour's drive west of Toronto. Applicants should send current curriculum vitae, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr Karen Racine, Co-Chair of the Middle East Selection Committee, Department of History, University of Guelph, Guelph, Ontario, N1G 2W1 to be received before the application deadline of 14 January 2005. No applications will be received electronically. See: http://www.uoguelph.ca/history All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **HISTORY — University of Winnipeg.** The Department of History, The University of Winnipeg, invites applications for a tenure-track position at the rank of Assistant Professor in Canadian Aboriginal History Applicants may possess any research specialization in Canadian Aboriginal History, and the successful candidate will be able to teach survey and specialized courses in the area. Salary and rank commensurate with qualifications and experience. Applicants must have a PhD by the time of the appointment. The successful candidate must have a strong commitment to research and undergraduate teaching. The University of Winnipeg is committed to employment equity, welcomes diversity in the workplace and encourages applications from all qualified individuals including women, members of visible minorities, aboriginal persons and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents of Canada. Subject to budgetary approval, this position will commence on 1 July 2005. Applicants should submit a covering letter, curriculum vitae, one sample of research, and teaching dossier (including course outlines and course evaluations if available) and should arrange for letters of reference from three referees. Deadline for the receipt of applications and references is 15 February 2005. Address all communications to: Professor Nolan Reilly, Chair, Department of History, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB, R3B 2E9; Phone: 204-786-9012; Fax: 204-774-4134; E-mail: n.reilly@uwinnipeg.ca.

■ **HISTORY — University of British Columbia.** The Department of History at the University of British Columbia invites applications for a tenure-track appointment at the rank of Instructor I in the History of International Relations in the modern era. This is a teaching appointment. It will extend the Department's capacity to meet the high demand for undergraduate teaching in International Relations and World History. Candidates must have a completed PhD, and demonstrated excellence in teaching at the University level in introductory and senior courses relating to the History of International Relations. They should be skillfull and innovative in course design and delivery. The appointee will be expected, as well, to engage with current research in the International Relations field, and participate in the University's strong multi-disciplinary International Relations Programme. Applications, together with all supporting material (a curriculum vitae, evidence of excellence in teaching, and three letters of reference addressing the criteria of the search, sent under separate cover) should be addressed to Dr. George Egerton, Chair, International Relations Search Committee, c/o the History Department, University of British Columbia, #1297-1873 East Mall, Vancouver, BC Canada, V6T 1Z1, and be received by 15 February, 2005. The appointment would begin 1 July, 2005, subject to University funding. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Canadians and permanent residents of Canada will be given priority.

■ **HISTORY — University of Toronto.** The Department of History, University of Toronto, St. George campus, invites applications for the Chancellor Rose and Ray Wolfe Chair in Holocaust Studies, a tenure-track position at the rank of Associate or Full Professor, beginning July 1, 2005. The University of Toronto is a three-campus university with a unitary graduate department on the St. George campus. The Chancellor Rose and Ray Wolfe Chair holder will contribute significantly to the body of scholarship on the history, causes and consequences of the Holocaust (Shoah), through undergraduate and graduate teaching, and research. The Chair holder will organize two annual public lectures, promote and support the study of the Holocaust in all its aspects throughout the University, and be prepared to respond to public events as appropriate. Applicants must have a PhD, a record of excellence in research and teaching at both undergraduate and graduate levels, as well as a strong international reputation. Salary will be commensurate with experience and qualifications. Applications should be sent to Professor Lorna Jane Abray, Chair, Department of History, Sidney Smith Hall Room 2074, 100 St George St, Toronto Ontario M5S 3G3. Applications should include curriculum vitae, one writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines/syllabi and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write letters directly to Professor Abray. Materials must be received by March 1, 2005. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, Jewish Studies, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **HISTORY — University of Alberta.** The Department of History and Classics, and the Division of Studies in Medical Education in the Faculty of Medicine at the University of Alberta invite applications for a tenure-track appointment at the Assistant Professor level in the History of Medicine. This is a joint appointment, and duties will include teaching and research in both units. In the Division of Studies in Medical Education, responsibilities will include shared responsibilities for establishing and implementing a program in the history of medicine for medical students. In the Department of History and Classics, this appointment will develop further the established offerings in the history of medicine. This position is part of a commitment by the Faculty of Arts and the Faculty of Medicine and Dentistry to develop an interdisciplinary program of teaching and research in the history of medicine at the University of Alberta. The successful candidate will have a PhD in the History of Medicine, with a record of teaching and research. Candidates working in the field of Canadian history of medicine would be of particular interest. The starting date for the appointment is July 1, 2005. The minimum salary (as per collective agreement) will be based on rank at time of hire. Applications, including curriculum vitae, samples of publications and letters from three academic referees should be addressed to: Professor Kenneth Munro, Acting Chair, Department of History and Classics, Room 2-28 HM Tory Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2H4. Applications received by January 31, 2005 will be assured of consideration. Interviews will begin as soon thereafter as possible. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are strongly committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities and Aboriginal persons.

■ **HUMANITIES — McMaster University.** The Faculty of Humanities, McMaster University invites applications for a tenure track position as the endowed HOPE Chair in Peace Through Health. The holder of the Chair will be expected to engage in research, graduate and undergraduate teaching and to strengthen existing programs through expertise in the determination (qualitatively and quantitatively) of the impacts of war on health and the impacts of health work on conflict; in analysis of violent conflict; in the role of political, economic and cultural factors in war-health interactions; and in peace-through-health initiatives. Applicants must have a doctoral level degree in a relevant social sciences, humanities, or health sciences discipline, with demonstrated strengths in teaching and research in the area of health and peace. The starting date for the appointment is 1 July 2005, with rank and salary to be determined by experience and qualifications. This appointment will be conducted in accordance with the University Policy and Regulations with respect to Academic Appointments, Tenure and Promotion and the University Policy on Endowed Chairs and Professorships. Applications, including curriculum vitae, samples of publications, and letters from three academic referees should be addressed to Professor Stephen M. Streeter, Acting Director, Centre for Peace Studies, McMaster University, 1280 Main Street West, Hamilton, Ontario, Canada L8S 4M2. Applications received by 28 February 2005 will be assured of consideration. Interviews will begin as soon thereafter as possible. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal peoples, members of sexual minorities, and persons with disabilities.

I

■ **INFORMATION STUDIES — University of Toronto.** 5-Person Faculty Search-University of Toronto, Faculty of Information Studies. Open rank, open area. Open until all positions are filled. The University of Toronto is recruiting five faculty members to join the Faculty of Information Studies (FIS) which plays a leading international role in its field. Candidates are sought from all ranks, as part of a major, multi-year process of Faculty renewal. Consideration will be given to all specialisations fitting within the Faculty's 2004-2010 Academic Plan (Available from http://www.fis.utoronto.ca/activities/planning/FISAcademicPlan.pdf). Areas of interest include, but are not limited to: Documentary and Information Practices: The selection, representation, classification, organization, curation, presentation, and preservation of organizational and cultural records, including provision of effective and equitable access, as transformed by emerging technologies of networking, scanning, reproduction, classification, and distribution; Health and Medical Informatics: Information practices and behaviour in a wide variety of health fields — including novel uses of information systems, reconfigured information practices, and other consequences for health care of on-going shifts in underlying material conditions enabled by computing and information technology; Communication, Culture, and Media: The social, cultural, and political aspects of the socio-technical practices of information system design, development, implementation, uptake, reconfiguration, and use, as they are transformed by emerging systems, technologies, and networked infrastructures; Books, Documents, and Records: The evolving nature and use of books, documents, collections, records, and other knowledge and information media, in a wide range of genres, from historical roots through present practice to multiple emerging futures; Information Systems and Management: The strategic design, development, and management of new informational systems and practices, partaking emerging technologies and infrastructures into new and reconfigured practices in business, education, the public sector, and civil society; Information Access, Interaction, and Retrieval: Human-computer interaction, information retrieval, web- and network-based systems for classification and organization, metadata standards, the semantic web, and other aspects of the design, configuration, end use of computer systems supporting information practice; Information Policy: Issues of information policy, including privacy, identity, security, public access, intellectual freedom, intellectual property, etc., and how these are being influenced by on-going developments in information technology infrastructures and associated socio-economic transformations. Candidates must have a PhD. Appli-

Queen's University

ASSOCIATE VICE-PRINCIPAL & DEAN OF STUDENT AFFAIRS

Queen's University

Queen's University is one of Canada's pre-eminent universities known for the quality of its academic and research programs and its excellent students and faculty. Consistently ranked as one of Canada's top medical/doctoral universities, Queen's is an outstanding setting for study, teaching, research and work. The University is devoted to the pursuit of teaching and learning, research excellence, school spirit, diversity and the development of students as leaders and citizens.

The Associate Vice-Principal and Dean of Student Affairs is a member of the senior leadership of the University, and works with many others across campus to create a challenging and supportive environment for students in which to study and live. S/he directs a team of dedicated, knowledgeable and forward-thinking professionals who are committed to a student-centered model of learning and to the goal of effective and cohesive support to students.

The successful candidate will be an experienced leader in student affairs who will bring creativity, energy and passion for the positive development of students, and who will further the Queen's model of integration of learning and living in its student experience. An advanced university degree with additional professional or academic development in student affairs is required.

Queen's University is committed to employment equity and diversity in the workplace and welcomes applications from women, visible minorities, aboriginal people, persons with disabilities, and persons of any sexual orientation or gender identity. In accordance with Canadian Immigration requirements all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

Should you want to learn more about this unique leadership opportunity, please call Libby Dybikowski or Diyet van Lieshout at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees, in confidence, to Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9. Fax (604) 913-8356 or e-mail: search@provenceconsulting.com Apply on-line: www.provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

CAREERS CARRIÈRES

cants should (i) send curriculum vitae, teaching dossier, copies of three representative papers/publications, and a statement outlining current and future research interests, and (ii) arrange to have three letters of recommendation sent, under separate cover, to: Brian Cantwell Smith, Dean, Faculty of Information Studies, University of Toronto, 140 St. George St., Toronto, Ontario M5S 3G6, Canada; E-mail: dean@fis.utoronto.ca; Phone: (416) 978-3202. Application review will begin on Dec. 17, 2004, and continue until all positions are filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most culturally diverse cities in the world. The Faculty of Information Studies provides a context in which to work in an emerging interdisciplinary environment and in a range of collaborative programs including Knowledge Media Design, Book History and Print Culture, Women's Studies, and Ageing and the Life Course. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. All qualified candidates are encouraged to apply.

■ **ITALIAN — Dalhousie University.** Applications are invited for a three year full-time limited term appointment in Italian commencing July 1, 2005 and ending June 30, 2008, at the Lecturer or Assistant Professor level. This position is subject to budgetary approval. All candidates should have a PhD or PhD in hand, as well as native or native-like fluency in Italian. The selected candidate will teach at all levels of the Italian program, including courses in grammar, conversation, composition, literature, culture and civilization. Other duties will include helping with the administration of the program. A letter of application, complete and updated curriculum vitae, and letters from three referees should be sent to Dr. Raymond Mopoho, Chairperson, Department of French, Dalhousie University, Halifax, N.S. B3H 4P9. All materials must be received by January 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

■ **ITALIAN LANGUAGE — University of Windsor.** The University of Windsor invites applications for a tenure-track position in the Department of Languages, Literatures and Cultures in the area of Italian Language and Culture at the rank of Assistant Professor commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Dietmar Lage, Head, Languages, Literatures, and Cultures/Langues, littératures et cultures, University of Windsor, Windsor, Ontario N9B 3P4, Phone: 519.253.3000, Ext. 2873; Fax: 519.971.3648, Email:lage@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Prof. Brian Mazer, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

J

■ **JAPANESE — University of Lethbridge.** The Department of Modern Languages at the University of Lethbridge invites applications for an Academic Assistant Instructor position (Probationary), beginning 1 July 2005, subject to budgetary approval. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. An MA in Japanese is required. The successful applicant will have native or near-native fluency in Japanese and English, and some experience teaching Japanese language and Japanese culture at the post-secondary level. Competence in computer-assisted language learning is also required. The successful applicant will teach undergraduate Japanese language at the L... and intermediate levels, as well as a Japanese culture course taught in English. The University aspires to hire individuals who have demonstrated considerable potential for excellence in teaching. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non smoking environment. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. For more information about the University, visit our web site at www.uleth.ca. Applications should include curriculum vitae, transcripts, outlines of courses previously taught, teaching evaluations, a statement of teaching philosophy, and names of at least three referees. Send this material and arrange for the letters of reference to be mailed directly to: Barbara Dickinson, Acting Chair, Department of Modern Languages, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4, Telephone: (403) 329-2563, Fax: (403) 329-5187, or E-mail: Dickinson@uleth.ca The closing date for applications is Feb 28, 2005.

■ **JOURNALISM — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Journalism.

K

■ **KINESIOLOGY — University of Waterloo.** Applications are being accepted for a tenure-track position at the Assistant/Associate Professor level in the area of Social and Behavioural Medicine and Physical Activity. The successful candidate must have a PhD and expertise in social psychology using Kinesiological perspectives. This expertise should be compatible with multidisciplinary approaches to health promotion, disease/injury prevention, rehabilitation and maintenance at the individual and community levels. Successful candidates are expected to have a strong portfolio of scholarly research, publication, and effective teaching. In addition to advancing a personal research program, candidates will be expected to work as part of a multidisciplinary team engaged in research on health promotion and the prevention of illness or injury. Opportunities for this research exist not only within the Department but also within the Faculty of Applied Health Sciences and its multiple health research centres. We welcome social and behavioural science applicants from Kinesiology and related health promotion and injury/disease prevention fields such as social and preventive medicine, public health, behavioural medicine, social science and medicine, and Ergonomics. The Department of Kinesiology is an inter-disciplinary department with expertise spanning the social to biological study of human movement, and houses the only undergraduate program in Ergonomics in Canada. The mission of the department is to discover and explain mechanisms and principles of human movement and to apply this knowledge to the prevention of illness and injury together with strategies which optimize the health and physical performance of individuals in work and leisure activities. The department offers BSc, MSc and PhD degrees in Kinesiology. Further information about the department can be found at http://www.ahs.uwaterloo.ca/kin/kinhome.html. Applicants should send a covering letter, three names of references, and a curriculum vitae to Dr. Stuart McGill, Chair of the hiring committee, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1 or by Fax: 519-746-6776 or E-mail: mcgill@healthy.uwaterloo.ca. The closing date for applications is January 31, 2005 (or until position is filled). The expected start date for the appointment is July 1, 2005 or earlier. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

L

■ **LANDSCAPE ARCHITECTURE — University of Guelph.** The School of Environmental Design and Rural Development, University of Guelph invites applications for a full-time, tenure-track teaching and research position at the rank of Assistant or Associate Professor in Landscape Architecture/Design Implementation. This position will contribute to the Landscape Architecture Program primarily in the area of construction and design. The candidate will take a leadership role in construction, site engineering and sustainable design implementation. The successful candidate will participate in the design stream dealing with golf course, resort and open space design and development. The candidate will have the ability to teach the use of current and emerging technologies as employed in construction and design. As a faculty member, the successful candidate will also be expected to develop a focused research program and/or a program of scholarly professional activity which contributes to the development of the profession. Teaching and supervision of both graduate and undergraduate research will be expected in this research intensive program. Involvement in our other programs Rural Planning and Development and Rural Extension Studies would be desirable. Interested candidates should consult our website for further information on the School: http://www.uoguelph.ca/sedid/. Candidates must have at least one degree in Landscape Architecture. While a PhD is preferred, candidates with the relevant graduate degrees and professional experience will be considered. We will also give preference to candidates who are registered Landscape Architects. Deadline: February 15, 2005 or until a suitable candidate is found. Application including a curriculum vitae, a statement of teaching and research interests, and names of three referees should be sent to: John FitzGibbon, Director, School of Environmental Design and Rural Development, University of Guelph, Guelph, Ontario, Canada N1G 2W1; Fax: 519-767-1656. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **LIBERAL ARTS — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Liberal Arts College.

■ **LIBRARY — University of Windsor.** The University of Windsor invites applications for a data librarian position in the Leddy Library commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Gwendolyn Ebbett, University Librarian, Leddy Library, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3161; Fax: 519.971.3638; Email: gebbett@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **LINGUISTICS — McGill University.** The Department of Linguistics, McGill University, invites applications for a tenure-track position in Syntax, expected to be at a junior level, effective August 1st, 2005. Qualifications are a PhD in Linguistics with primary specialization in Syntax and a record of high quality research and publication. In keeping with the orientation of

Assistant Professor Biochemistry & Biomedical Sciences

McMaster University, a research-intensive institution and leading centre for biological and biomedical research invites applications for a contractually limited two year appointment at the Assistant Professor level in the Department of Biochemistry and Biomedical Sciences, effective July 1, 2005 or sooner

Candidates must hold a Ph D. in biochemistry or a closely related field. We are seeking applications from individuals with a broad expertise in biochemistry. This is a teaching position and the successful applicant will be expected to run existing laboratory courses and develop new modules for laboratory courses as well as teach undergraduate courses in biochemistry. Individuals with experience in teaching and who are highly motivated to apply new educational approaches to undergraduate education are especially sought

Applicants should provide a curriculum vitae, a statement of their teaching interests and experience and should arrange for three letters of recommendation to be sent to

Dr. Gerard D. Wright, Chair
Department of Biochemistry and Biomedical Sciences
1200 Main Street West, HSC 4N59
Hamilton, Ontario L8N 3Z5, Canada

The closing date for applications is **January 31, 2005.** Email and fax applications will not be accepted

McMaster University

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including members of visible minorities, aboriginal peoples, and persons with disabilities and women.

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Email: savard@caut.ca

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Canada's university

Faculty Positions, Division of Clinical & Functional Anatomy

The Department of Cellular and Molecular Medicine, University of Ottawa, invites applications for tenure-track positions in the Division of Clinical and Functional Anatomy, commencing July 1, 2005. The appointments will be at a rank commensurate with experience.

The candidate will be required to undertake teaching responsibilities in French, primarily in the Anatomical Sciences (Gross Anatomy, Neuroanatomy, Histology, Embryology). Experience and demonstrated excellence in laboratory teaching of human anatomy is essential. Duties will include the teaching and coordination of specific components of the Anatomical Sciences in the first and second year medical curriculum. In addition, the professor will be required to participate in curriculum development for an innovative laptop-based medical program, develop innovative strategies for technology-assisted learning and undertake administrative functions in the Division of Clinical and Functional Anatomy, Department of Cellular and Molecular Medicine. Moreover, the successful applicant will be expected to develop a research program in the field of medical education, and establish effective working relationships with the Office of Medical Education (MedEd) and the Academy for Innovation in Medical Education (AiME).

Applicants require an M.D., and/or Ph.D. from a recognized university with a specialization in the biomedical sciences or equivalent based on many years of relevant experience. The candidate must also possess an excellent knowledge of medical terminology. Preference will be given to candidates with a proven competency and track record in teaching and technology-assisted learning in an undergraduate medical program. Candidates should have a strong academic background and a commitment to excellence in teaching.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Conditions of employment are set by a collective agreement. In keeping with a proactive policy on employment equity, the University of Ottawa strongly encourages applications from women candidates.

To obtain more information or make application, contact:
Dr. Bernard Jasmin, Chair
Department of Cellular and Molecular Medicine
University of Ottawa
Ottawa, ON, K1H 8M5
(613) 562-5425,
Fax (613) 562-5636
e-mail: jasmin@uottawa.ca.

Enclose curriculum vitae and the names and contact information of three references with letter of application.

Applications will be reviewed until the positions are filled.

Postes académiques Division d'anatomie clinique et fonctionnelle

Le Département de médecine cellulaire et moléculaire de l'Université d'Ottawa est à la recherche de candidat(e)s pour combler, dès le 1er juillet, 2005, des postes de professeurs menant à la permanence à la Division d'anatomie clinique et fonctionnelle. Les postes seront évalués selon l'expérience des candidats.

Les candidat(e)s donneront en français, surtout des cours en sciences anatomiques (anatomie, embryologie, neuroanatomie, histologie). Il est essentiel que les candidat(e)s puissent présenter un dossier d'expérience et d'excellence en enseignement de l'anatomie humaine au laboratoire. Les tâches de ces postes comprendront de l'enseignement et de la coordination des composants des sciences anatomiques au niveau des première et deuxième années de médecine. Les candidat(e)s devront participer au développement du curriculum de médecine basé sur ordinateur portable. Il sera aussi requis que les candidat(e)s participent au développement de nouvelles stratégies d'apprentissage assistée de technologies et qu'il(elle)s puissent assumer des tâches administratives au sein de la Division de l'anatomie clinique et fonctionnelle au Département de médecine cellulaire et moléculaire. Il est aussi attendu que les candidat(e)s choisi(e)s développeront un programme de recherche en matière d'éducation médicale et établiront des relations de travail efficaces avec le Bureau de l'éducation médicale (MedEd) et l'Académie pour l'innovation en enseignement médical (APiEM).

Les candidat(e)s doivent détenir un doctorat (M.D.et/ou Ph.D.) en spécialisation en sciences biomédicales d'une université reconnue ou l'équivalent basé sur plusieurs années d'expérience pertinente. Une excellente connaissance de la terminologie médicale est essentielle. La préférence sera donnée aux candidat(e)s qui démontreront une compétence reconnue en enseignement et dans les technologies d'apprentissage au niveau du programme de médecine du 1er cycle. Les candidat(e)s devront posséder une bonne formation scolaire et faire preuve d'un engagement envers l'excellence de l'enseignement.

Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université d'Ottawa applique une politique d'équité en matière d'emploi et encourage fortement les femmes à poser leur candidature.

Pour obtenir de plus amples informations ou pour faire demande, priére de faire parvenir votre candidature, votre curriculum vitae ainsi que le nom et les coordonnées de trois répondants au **Dr. Bernard Jasmin, directeur, Département de médecine ceiiulaire et moiéculaire, Université d'Ottawa, Ottawa, ON, K1H 8M5,** (613)562-5425, télécopieur (613) 562-5636 ou courriel: jasmin@uottawa.ca.

Les candidatures seront examinées jusqu'à ce que les postes soient comblés.

CAREERS CARRIÈRES

the department, applicants should have a demonstrated research specialization in theoretical syntax with a strong empirical basis. Responsibilities include teaching and supervision at the graduate and undergraduate levels. Salary: McGill scale. All qualified candidates are encouraged to apply; however Canadians and permanent residents of Canada will be given priority. McGill University is committed to equity in employment. Applicants should send a letter of introduction, CV, teaching evaluations, sample of research, and arrange for three letters of recommendation to be sent to: Lydia White, Chair, Department of Linguistics, McGill University 1085 Dr. Penfield Avenue, Montreal, Quebec H3A 1A7 Canada. Deadline for Applications: January 15th, 2005. For further information, please contact: ilse.vinette@mcgill.ca; Web-site: http://www.arts.mcgill.ca/programs/linguistics/.

■ **LINGUISTICS & APPLIED LANGUAGE STUDIES — Carleton University.** Assistant Professor of Linguistics and Cognitive Science (tenure-stream), July 2005, subject to budgetary approval. This is a joint 50-50 appointment in the Institute of Cognitive Science and the School of Linguistics and Applied Language Studies. Applicants should have a PhD in Linguistics with some interdisciplinary experience in computational or experimental approaches to language, or a PhD in Cognitive Science with a strong background in generative linguistic theory. Further qualifications include evidence of strong research potential and commitment to excellence in teaching. Responsibilities will include teaching undergraduate courses in linguistics, and undergraduate and graduate courses in cognitive science, student supervision and advising, and departmental service. Carleton University is a research-intensive university in Canada's capital. We offer a PhD in Cognitive Science and an MA in Applied Language Studies. All qualified applicants are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply. Applications, including a c.v., at least three letters of reference, samples of recent research, and evidence of excellence in teaching should be sent to: Prof. Andrew Brook, Director, Institute of Cognitive Science, 2201 Dunton, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada K1S 5B6. For further information, email Prof. Brook (abrook@carleton.ca) or the Director of the School for Linguistics and Applied Language Studies, Prof. Desmond Allison (desmond_allison@carleton.ca) or visit http://www.carleton.ca/ics/ or www.carleton.ca/slals/. Deadline for consideration in the first round: December 1. However, we will continue to receive new applications until the position is filled.

M

■ **MANAGEMENT — McGill University.** Faculty of Management: Applications are invited for anticipated tenure-stream appointments, limited term appointments as Assistant Professor (special category), and Visiting Professor in the areas of Accounting, Finance, General Management, Information Systems, Management Science(Operations Management), Marketing, Organizational Behaviour, and Strategy and Organization. Salary and rank are commensurate with the candidate's qualifications and research record. The Faculty of Management has over 70 full-time faculty and offers BCom, MBA, and PhD degrees. Please send your Curriculum Vitae along with three (3) copies of letters of reference and copies of diplomas to the Associate Dean — Academic, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is January 31, 2005. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

■ **MATHEMATICAL & STATISTICAL SCIENCES — University of Alberta.** The Department of Mathematical and Statistical Sciences is actively seeking to nominate a candidate for an NSERC University Faculty Award in the Fall, 2005 competition. The University Faculty Award was created by NSERC to encourage Canadian universities to appoint outstanding women and aboriginal researchers to tenure-track positions in science and engineering. Further information on the program can be found at the following web page: http://www.nserc.ca/professors_e.asp?nav=profnav&bie=c7. The nominee will have an outstanding record of research and publication. We are particularly interested in a field related to an area of existing or emerging strength in the Department, although other areas will be considered too. Some areas of research excellence, recently highlighted by the University of Alberta Faculty of Science, include: algebra, functional analysis, fluid dynamics, statistics, mathematical biology and scientific computing. The candidate will also have a strong commitment to and aptitude for teaching undergraduate students, and will be expected to supervise graduate theses. This tenure-track appointment is scheduled to begin on or near July 1, 2006. Applications should be sent to the Chair at the address below. Applications should include a curriculum vitae and research and teaching profiles, outlining experience and/or interests. Candidates should arrange for at least three confidential letters of reference to be sent to the Chair at the address below: Anthony To-Ming Lau, Chair, Department of Mathematical and Statistical Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2G1. The closing date for applications is March 1, 2005. Early applications are encouraged. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity in the workplace and encourage applications from all qualified individuals, including aboriginal peoples, persons with disabilities, and members of visible minorities. According to NSERC regulations applicants must be Canadian citizens or permanent residents of Canada.

■ **MATHEMATICS — Simon Fraser University.** The Department of Mathematics at Simon Fraser University invites applications for one or two tenure-track positions at the Assistant Professor level starting September 1, 2005. In exceptional circumstances an appointment at a more senior level may be possible. We seek an applicant with an outstanding, independent research program and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. We are building a program in Industrial Mathematics and Operations Research at our Surrey Campus. Strong candidates in related areas, especially with expertise in Optimization (linear, nonlinear, continuous, stochastic) or Queuing Theory are particularly encouraged to apply. The department's web page can be found at http://www.math.sfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities should be sent by January 15, 2005, to: Industrial Mathematics Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. Email: mcs@sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The positions are subject to final budgetary approval.

■ **MATHEMATICS — Simon Fraser University.** The Department of Mathematics at Simon Fraser University invites applications for two tenure-track positions at the Assistant Professor level starting September 1, 2005. In exceptional circumstances an appointment at a more senior level may be possible. We seek applicants with outstanding, independent research programs and a strong commitment to undergraduate and graduate teaching who will contribute to an active, innovative research group. We are building a program in Industrial Mathematics and Operations Research at our Surrey Campus. Strong candidates in related areas, especially with expertise in Optimization (linear, nonlinear, continuous, stochastic) or Queuing Theory are particularly encouraged to apply. The department's web page can be found at http://www.math.sfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Simon Fraser University is committed to an equity employment program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified women, First Nations people, persons with disabilities, and members of visible minorities. Applications, including a statement of interest, a curriculum vitae, and descriptive statements on research plans and teaching activities should be sent by January 15, 2005, to: Industrial Mathematics Search, Department of Mathematics, 8888 University Drive, Simon Fraser University, Burnaby, BC V5A 1S6, Canada. Email: mcs@sfu.ca. Applicants should arrange for at least three letters of recommendation to be sent to the same address by the closing date. Late applications may be considered at the discretion of the search committee. We thank all applicants in advance; only those short-listed will be contacted. The positions are subject to final budgetary approval.

■ **MATHEMATICS — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a probationary position in Mathematics beginning September 1, 2005. Duties will include teaching courses in undergraduate Mathematics and/or Statistics in support of a Mathematics Minor and a Mathematics stream in a General Science Programme; research; and academic service. PhD or near completion in Mathematics or Statistics required. Teaching experience preferred. Salary and rank are dependent upon qualifications and experience in accordance with the Collective Agreement. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **MATHEMATICS — University of Waterloo.** The Faculty of Mathematics at the University of Waterloo invites applications for up to three tenure track positions in the areas of finance, operations research, business logistics, business process control, statistical applications in business, and information systems applied to business. Applicants at all levels will be considered. The successful candidates will be appointed as regular faculty in the Department of Combinatorics & Optimization, the School of Computer Science, or the Department of Statistics & Actuarial Science, as appropriate. These are the academic units participating in the Mathematics Faculty's business-related programs (namely, Actuarial Science, Operations Research, Math/Chartered Accounting, Math/Business, and the BMath/BBA Double Degree program, jointly offered with the School of Business and Economics at Wilfrid Laurier University). A PhD in a relevant discipline is required, with evidence of, or potential for, excellence in teaching and research. The successful applicants are expected to maintain an active program of research, to attract and supervise graduate students, to participate in undergraduate teaching in support of the business-related programs, and to contribute to their administration. Applications should be directed to Dr. Alan George, Dean, Faculty of Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 by January 31, 2005. Application material should include a curriculum vitae and the names and addresses of at least three references. Submissions via email to jageorge@uwaterloo.ca are encouraged. The start date of the positions is negotiable. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions.

■ **MATHEMATICS & COMPUTING SCIENCE — Saint Mary's University.** The Department of Mathematics and Computing Science at Saint Mary's University invites applications for a tenure-track position in Mathematics at the rank of Assistant Professor, to begin July 1, 2005. Saint Mary's offers one of the most dynamic primarily undergraduate programs in Atlantic Canada. Access to graduate teaching and training is available via the Masters in Applied Science program. The successful candidate will be expected to teach a variety of Mathematics courses primarily at the undergraduate level as well as conduct research. Salary will be competitive, and depend on qualifications and experience. Applicants should have a PhD and have demonstrated potential for, and a strong commitment to, both research and teaching in Mathematics. Applications should provide a CV, summary of teaching experience, description of a proposed research program, and other relevant documentation, including the names and addresses of at least three references to: Search Committee for Mathematics Positions, Department of Mathematics and Computing Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Fax: (902) 420-5035; E-mail: mathcs.search@stmarys.ca. The deadline for applications is February 15, 2005. However, applications will continue to be considered until the position is filled. Although candidates of all nationalities are encouraged to apply,

www.yorku.ca

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 62,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Established in 1967, the Schulich School of Business is located in Toronto, Ontario, Canada, on the main campus of York, the third-largest university in the country. Global, innovative and diverse, Schulich offers business programs year-round at two campuses – its new, state-of-the-art complex on York's main campus, and its downtown Miles S. Nadal Management Centre, located in the heart of the city's financial district. The School enrols some 3,000 students over three semesters in undergraduate, graduate and postgraduate Business degree programs that lead to careers in the private, public and not-for-profit sectors.

Schulich has pioneered unique offerings in areas such as health industry management, business and sustainability, financial engineering, real property development and not-for-profit management and leadership. In addition, it launched Canada's first international MBA (IMBA) and international BBA (IBBA) degrees, as well as North America's first ever cross-border executive MBA degree, the Joint Kellogg-Schulich Executive MBA. The Schulich Executive Education Centre (SEEC) provides executive development programs to more Canadian executives and organizations than any other business school in Canada.

Known as Canada's Global Business School™, Schulich has many strategic international linkages, including academic exchange partnerships with 60+ leading global management schools.

In their annual rankings of the world's top 100 MBA programs, the *Financial Times of London* and the Economist Intelligence Unit (the business research and intelligence arm of *The Economist* magazine) both ranked the Schulich School of Business 22nd in the world. Schulich is ranked 14th worldwide in *The Wall Street Journal*'s new International Schools ranking and as one of the top 10 schools in the world outside the United States by *Forbes*, the Economist Intelligence Unit and the *Financial Times*. It is also ranked among the top six schools in the world in the field of corporate social responsibility by the World Resources Institute and the Aspen Institute.

Schulich School of Business

TENURE-STREAM POSITIONS

ACCOUNTING (2)

CORPORATE SOCIAL RESPONSIBILITY
Hewlett-Packard Canada Chair in Corporate Social Responsibility

PUBLIC SECTOR MANAGEMENT

ENTREPRENEURSHIP & FAMILY ENTERPRISE
Anne and Max Tanenbaum Chair in Entrepreneurship & Family Enterprise

STRATEGY (2)

BUSINESS HISTORY
Chair in Business History

BUSINESS STRATEGY
Newmont Chair in Business Strategy

The Schulich School of Business at York University in Toronto, Canada, invites applications for tenure-stream openings effective July 1, 2005, subject to budgetary approval. Preferred candidates will be qualified to teach in PhD, masters and undergraduate programs; possess a completed doctorate; provide evidence of effective teaching; and have a commitment to scholarly research and publication.

Salary and benefits are competitive. Applicants should send a curriculum vitae, three letters of reference, examples of research and information on teaching performance, by **February 15, 2005, to: Dezsö J. Horváth, Dean, Schulich School of Business, York University, 4700 Keele Street, Seymour Schulich Building, N302, Toronto, Ontario, Canada, M3J 1P3.**

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's website at **www.yorku.ca/acadjobs** or a copy can be obtained by calling the affirmative action office at **416.736.5713.** All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority

Schulich School of Business

YORK UNIVERSITÉ UNIVERSITY

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priority will be given to Canadian citizens and permanent residents. Applications are encouraged from qualified women, aboriginal peoples, visible minorities, and persons with disabilities. Saint Mary's University is committed to principles of employment equity. Rank and salary will commensurate with experience and qualifications as outlined in the Saint Mary's University Collective Agreement.

■ **MATHEMATICS & STATISTICS — Carleton University** The School of Mathematics and Statistics at Carleton University invites applications for two tenure-track positions at the rank of Assistant Professor, starting July 1, 2005 (in addition to the previously advertised position). One position is in Applied Statistics and the other is in Applied Discrete Mathematics. Applicants should have a PhD degree in Mathematics, Statistics, or related areas. The successful candidates will have a strong commitment to excellence in teaching and research. They will be expected to develop and teach undergraduate and graduate courses, to establish an externally-funded, independent research program, and to contribute to graduate and undergraduate training. These positions are subject to final budgetary approval. Consideration of applications will begin on January 15, 2005 and continua until the positions are filled. Applicants should indicate in a cover letter which of the two positions they are applying for. Applications (hard copies only), including a curriculum vitae, statements of teaching and research interests, three letters of reference and up to four sample publications, should be sent to: Or. Y. Q. Zhao, Director, School of Mathematics and Statistics, Carleton University, 1125 Colonel By Drive, Ottawa ON K1S 5B6 Canada; Fax: (613) 520-3536; E-mail: ms-at@math.carleton.ca. More Information about the School can be found at www.math.carleton.ca. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MATHEMATICS & STATISTICS — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Mathematics and Statistics.

■ **MECHANICAL & AEROSPACE ENGINEERING — Carleton University.** Applications are invited for a tenure-track position preferably at the Assistant Professor level in the Department of Mechanical and Aerospace Engineenng to commence July 2005. This position is subject to a budgetary approval. Preference will be given to PhD graduates with a strong commitment to both teaching and research. Membership or eligibility for membership in a Canadian professional engineenng association is required. Candidates should be ready to teach in our Mechanical and Aerospace programs, and have demonstrated research ability related to dynamics, navigation, control or robotics. Candidates whose research or teaching background is associated with bio-engineering are encouraged to apply. Industrial experience is an asset. The Department offers degrees at the Bachelor's, Master's and PhD levels in both Mechanical and Aerospace Engineering and there are excellent opportunities for research collaboration with industry and government institutes and laboratories. Information on the department is available from www.mae.carleton.ca. Appropnate applications may be considered for a Canada Research Chair Tier I or Tier tl position. Information about the Canada Research Chair program is available at www.chairs.gc.ca. Applications, with curriculum vitae, and the names of three referees should be sent to: Professor J. Geddoes, Chair, Department of Mechanical and Aerospace Engineenng, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario. K1S 5B6, Canada; Telephone: (613) 520-6694; Fax: (613) 520-5715; Email: jbeddoes@mae.carleton.ca. Applications will be accepted until January 31, 2005 or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and permanent residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **MECHANICAL ENGINEERING — University of British Columbia.** The Department of Mechanical Engineenng at the University of British Columbia invites applications for several tenure-track faculty positions in Mechatronics at the Assistant, Associate or Full Professor level. The starting date will be July 2005, or as soon as possible thereafter. The Department has introduced a new undergraduate option in Mechatronics under the 'Doubling The Opportunity' (DTO) initiative of the Government of British Columbia. The Department has an excellent reputation among the undergraduate students and antry into Mechanical Engineenng is highly competitive. The successful candidates will hold a PhD degree or equivalent in Mechatronics or a closely related field and will be expected to register as a Professional Engineer in British Columbia. We are interested in candidates with a strong commitment to teaching excellence and an outstanding research record in one or more of the following areas: mechatronic design, instrumentation including sensors, actuators and control hardware, digital electronics, embedded systems and computer architectura, microsystems, signal processing for mechanical systems/biomedical engineenng, precision engineenng, optics and soft computing. Industrial experience in related areas is an asset. Highly qualified senior applicants will be considered for a Tier 1 Canada Research Chair (www.chairs.gc.ca). Further information on the department is available at www.mech.ubc.ca, and information on the employment environment in the Faculty of Applied Science is available at www.apsc.ubc.ca/careers. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The positions are subject to final budgetary approval. Applicants should submit a complete curriculum vita (indicate country of citizenship), a statement (1–2 pages) of research and teaching interests, and names and addresses (fax/email included) of five referees to: Professor Nimal Rajapakse, P.Eng., Head, Department of Mechanical Engineering, The University of British Columbia, Vancouver, B.C., Canada V6T 1Z4. The closing date for applications is February 28, 2005. Please do not forward applications by e-mail.

■ **MECHANICAL ENGINEERING — McMaster University.** The Department of Mechanical Engineering at McMaster University is seeking an outstanding individual for a tenure track position at the assistant or associate professor level in the area of computational solid mechanics. A PhD in mechanical engineering or applied mechanics is required with demonstrated research expertise in computational solid mechanics, mechanical design and numerical techniques (for example, non-linear FEA, multi-scale modeling, constitutive equations development, model based simulations, etc...). The candidate should be eligible for registration as a Professional Engineer in Ontario. Applicants with a research interest in the application of computational methods to areas such as design, biomechanics or manufacturing processes are especially encouraged to apply. Industrial experience will be considered an asset. The appointee is expected to have a strong interest in teaching at both the undergraduate and graduate levels, to supervise graduate students and to develop a strong, externally funded research program. It is also expected that he/she will demonstrate a strong commitment to scholarly publication, along with the ability to relate theory to industrial practice. Send an application letter, resume, statements on reseach and teaching interests, and the names and addresses of at least three references to: Professor S. Ziada, Chair, Department of Mechanical Engineering, McMaster University, Hamilton, Ontario, Canada, L8S 4L7. Applications will be accepted until the position has been filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster is strongly committed to employment equity within its community, and to recruiting a diverse faculty and staff. The University encourages applications from all qualified candidates, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineenng at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the Assistant or Associate Professor rank, in the area of Experimental Fluid Mechanics. Information about the Faculty and Department can be found at http://www.engr.uwaterloo.ca/ and http://mecheng1.uwaterloo.ca/. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have a strong background and research interest in the measurement and physical modeling of fluids. Possible research areas include, but not limited to, environmental flow, turbomachinery flow, microfluidics, thermo-acoustics and flow fields in life safety. Applicants must hold a PhD degree, have excellent communication skills, and should be eligible for registration as a professional engineer in the Province of Ontario. Successful candidates must demonstrate potential for excellence in developing and teaching courses at the undergraduate and graduate levels, supervising undergraduate and graduate student research, establishing a viable externally funded research program and providing service to the Department. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MECHANICAL ENGINEERING — University of Waterloo.** The Department of Mechanical Engineering invites applications for a tenure track position in the area of Solid Mechanics, with expertise in Structural Biomechanics, at the Assistant, Associate, or Full Professor rank. Duties will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate students, and undertaking an active research program. The successful applicant will have expertise in numerical modeling and research interests in musculoskeletal biomechanics with a focus on constitutive behaviour of complex biological tissues; the structural interaction of biological tissues and common engineering materials; and/or, theories of traumatic failure in application areas such as the head, torso, spine and synovial joints. Current research interests in the department are in the areas of joint replacement implants, impact biomechanics and crashworthiness. Strength in undergraduate design project supervision, teaching of mechanical design, and collaboration with other faculty members is considered essential. Applicants must hold a PhD in Mechanical Engineering and have relevant experience, potential or proven ability for excellence in teaching, excellent communication skills, and the willingness and ability to teach both undergraduate and graduate courses in Mechanical Engineering. It is anticipated that the appointment will begin in January of 2005 or as soon as possible thereafter. The University encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and peoples with disabilities; however, Canadian citizens and permanent residents will be given priority. All candidates will be requested to apply for professional registration with the Professional Engineers of Ontario at the appropriate time. The salary will be commensurate

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FACULTY OF ARTS

Law Foundation of Saskatchewan Chair in Police Studies

The Faculty of Arts at the University of Regina invites applications for the Law Foundation of Saskatchewan Chair in Police Studies. The occupant of this Chair will teach and undertake research in areas that are related to policing, broadly defined. The Chair will also act as a leader in the continuing enhancement of social justice research, one of the clusters identified in the University of Regina's research strategy. For information on the University of Regina's Strategic Plan, see the web address provided below.

Candidates will have an outstanding research record in one or more of the following areas: First Nations and policing; the impact of cultural and gender diversity on policing; police education & training; community policing and alternative justice measures. Applicants need to demonstrate the ability to design and deliver stimulating graduate and undergraduate courses in one or more of these areas.

The University of Regina is committed to interdisciplinary research and encourages scholarship that bridges disciplinary traditions. The appointment is expected to be at the rank of associate professor, though for an exceptional candidate appointment as full professor is possible. Applicants should be emerging leaders in their fields. They will have a strong national or international scholarly profile; an excellent record of teaching and graduate supervision; significant externally funded research; and a commitment to collaborative, interdisciplinary research.

The successful candidate will be appointed to the Department of Justice Studies. The Department offers undergraduate programs in Human Justice, Police Studies, and Justice Studies, and has launched graduate programs in Police Studies and Justice Studies. Both undergraduate and graduate programs in Police Studies were developed in partnership with the policing community in Saskatchewan. The Saskatchewan Police College is located on campus, and the RCMP Training Academy is situated in Regina. In addition, the University is home to the Canadian Institute for Peace, Justice and Security, and the Canadian Journal of Police & Security Services.

A complete curriculum vitae including a detailed account of current and planned research, an outline of teaching experience, and samples of recently published work should be sent to: **Dr Robin Fisher, Dean, Faculty of Arts, University of Regina, Regina, SK Canada S4S 0A2.**

Candidates should also arrange for three letters of reference to be sent to this address. Deadline for applications is **28 February 2005.**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program. The University's Strategic Plan is available online at http://www.uregina.ca/presoff/issues/AcademicPlanning/2002-2006%20reaching%20 our%20potential.pdf

UNIVERSITY OF REGINA

University of Regina
3737 Wascana Parkway
Regina, SK S4S 0A2
www.uregina.ca/hr/recruitment.html

Faculty of Applied Science & Engineering
University of Toronto

Assistant/Associate Professor Solar Energy

The Edward S. Rogers Sr. Department of Electrical and Computer Engineering invites applications for one tenure-stream or tenured Assistant/Associate Professor in the field of Solar Energy. The position is effective July 1, 2005.

The Faculty of Applied Science and Engineering at the University of Toronto has identified ecologically-sustainable energy generation as one of its strategic areas of research interest. The specific areas of research interest include: photovoltaics, novel micro- or nano-structured materials (including organic materials) for harvesting solar energy.

The Department consistently ranks among the top 10 departments in its field in North America. It attracts outstanding students, has excellent faculties, and is ideally located in the middle of a vibrant cosmopolitan city. Additional information can be found at: http:// www.ece.toronto.edu.

Candidates must have a Ph.D. in the relevant areas. Selection will be based on excellence in research and strong potential for high-quality teaching. Applicants should send a curriculum vitae, a statement of research and teaching interests, and a list of at least three references to: **Professor Jonathan Rose, Chair, The Edward S. Rogers Sr. Department of Electrical and Computer Engineering, University of Toronto, 10 King's College Road, Toronto, Ontario, Canada M5S 3G4.** The application deadline is **February 4, 2005.**

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas.

Industrial Engineering

Faculty of Engineering and Computer Science

The Department of Mechanical and Industrial Engineering at Concordia University is seeking applications for a full-time tenure-track faculty position at the Assistant, Associate or Full Professor level starting June 2005. The Department offers fully accredited B.Eng. programs in Industrial and Mechanical Engineering as well as M.Eng, M.A.Sc, and Ph.D. programs in Mechanical Engineering including an M.Eng. in Aerospace Engineering. Furthermore, the Department holds established and well-funded faculty research activity. Faculty members in the Department have close relationships with local industry and their strong research activities enjoy excellent support from manufacturing and other industries in Montreal and surrounding areas.

Candidates should have a Bachelor's degree in Industrial Engineering, Mechanical Engineering, Manufacturing Engineering or similar engineering disciplines with a PhD degree in Industrial Engineering or in closely related areas with a strong background in production and manufacturing. Industrial experience is definitely an asset.

The candidate should demonstrate capabilities in teaching courses in relevant areas such as production engineering, manufacturing systems design and CNC machining. The candidate should be able to conduct independent scholarly research and attract external funding. Eligibility for certification as a Professional Engineer in Quebec or in another Canadian province is essential. Knowledge of French would be an asset.

Applications including detailed curriculum vitae and names of at least three referees, should be sent to:

Dr. S. V. Hoa, Chair,
Department of Mechanical and Industrial Engineering
Concordia University,
1455 de Maisonneuve Boulevard West, #H-549
Montreal, Quebec, Canada H3G 1M8
or e-mail to mecheng@vax2.concordia.ca.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Concordia UNIVERSITY

Real education for the real world

www.concordia.ca

Montreal, Quebec, Canada

University of British Columbia

Head of Classical, Near Eastern and Religious Studies

The Faculty of Arts at the University of British Columbia invites applications for the position of Full Professor and Head within the Department of Classical, Near Eastern and Religious Studies. The successful candidate will have an outstanding record of scholarly activities in any one of the Department's following fields: Greek and Roman History, Islam, Latin Literature, Patristics, Roman Archaeology. Applicants should be committed to sustaining and enhancing the research profile of the Department. The appointment will begin no later than July 1, 2006 (either January 1, 2006 or July 1, 2006). The appointment is subject to budgetary approval. Salary will be commensurate with qualifications and experience.

Applications, curriculum vitae, and names of referees (plus contact information including e-mail addresses) should be sent to:

Dr. Nancy Gallini
Dean and Chair of the Search Committee
Office of the Dean, Faculty of Arts
The University of British Columbia
Buchanan B130, 1866 Main Mall
Vancouver, B.C., Canada V6T 1Z1

The deadline for receipt of applications is **February 15, 2005.** Applications and enquiries may be forwarded via email to the Dean's Assistant, Margaret Tom-Wing, at mtw@mail.arts.ubc.ca. Interested applicants may visit the following websites: http://www.cnrs.ubc.ca and http://www.arts.ubc.ca. UBC hires on the basis of meril and is committed to employment equity. We encourage all qualified persons to apply; however, Canadians and permanent residents of Caneda will be given priority.

CAREERS CARRIÈRES

with qualifications and experience. Please send a curriculum vitae and a list of three referees to: Professor G.E. Schneider, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1.

■ **MEDICINE/POSTDOC — University of Alberta.** A Postdoctoral position is available to study the mechanism of endothelial specific regulation of von Willebrand factor gene expression. Projects include: 1) Characterization of the regions of the VWF gene that participate in organ specific activation of the VWF gene. 2) Determining the in vivo function of the repressors that inhibit the VWF promoter activation in non-endothelial cells. 3) Determining the mechanism of irradiation induction of the VWF gene. Background in molecular biology techniques is an absolute requirement. Experience with transgenic mice and immunohistochemistry is desirable. Funding for the position is available commensurate with the experience of the person chosen. Please submit an up-to-date CV and the names and addresses of two referees by January 31, 2005 to: Nadia Jahroudi, PhD, Associate Professor, Department of Medicine/Nephrology, 370 HMRC, University of Alberta, Edmonton, Alberta, Canada T6G 2S2; Tel: (780) 492-7428 (office); Fax: (780) 492-6702; Email: nadia.jahroudi@ualberta.ca. The University of Alberta is one of the major research universities in Canada with over 30,000 students, research funding over $170 million yearly, and more than 400 distinct research laboratories. Edmonton, with a metro population of about one million, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, the success of its professional and amateur athletes and teams, its average of 12.3 hours daily of sunshine and the lowest taxes in the country. Salary will be commensurate with experience and qualifications. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **MUSIC — University of Regina.** Director of Bands position, University of Regina, Department of Music. Applicaulons are invited for a tenure-track appointment at the rank of Assistant Professor, to commence July 1, 2005. Responsibilities will include concert band/wind ensemble, student recruitment, and related courses with possible graduate teaching. The ability to teach in an applied area, for instance percussion, is considered an asset. Candidates will be expected to develop a strong working relationship with local and provincial high school teachers, and to develop a recruitment strategy for the band programme. Prior experience in these areas is desirable. Applicants should hold a DMA, Ph.D., or equivalent. Please submit an application with a curriculum vitae, teaching dossier, a video of not more than three (3) contrasting works, all university transcripts, and the names of three referees who have been asked to send supporting letters. The deadline for applications is January 15, 2004. Dr. Sheila Petty, Dean, Faculty of Fine Arts, University of Regina, Regina, SK Canada S4S 0A2. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Regina is committed to the principles of employment equity and is a partner in the Aboriginal Employment Development Program.

■ **MUSIC — Wilfrid Laurier University.** Faculty of Music invites applications for a tenure-track appointment in piano at the rank of Assistant Professor, effective July 1, 2005, subject to final budgetary approval. The keyboard program at Laurier is innovative, and nationally recognized for excellence in performance. The successful applicant will be a nationally or internationally recognized performer, with a graduate degree or diploma or equivalent professional expertise, who demonstrates avidence of expertise in both teaching and performing. Teaching duties consist of studio teaching and a weekly piano masterclass, with possible opportunities for teaching related courses, such as piano pedagogy and piano literatura. The ability to teach and perform the standard reportory is assumed, and an interest in addressing the changing dynamics of piano instruction in a 21st-century music curriculum, which includes improvisation, will be considered an asset. Administrative duties and recruiting will form a portion of the appointea's responsibilities. Experience and creativity in this area will be an important asset for the successful candidate. The Faculty has a non-departmentalized structure that encourages interaction between all areas of the curriculum. Candidates will be expected to maintain an active performing career, involve themselves in the administration of the piano program, and participate in Faculty dialogua. The Faculty of Music offars a stimulating environment for the professional concert artist, including a central location near the city of Toronto, performance and recording opportunities on and off campus, and collaboration with Faculty and other artists. Kitchener-Waterloo has a vibront cultural life, and the Faculty is committed to involvement in, and enhancement of, community activities. Applications, including CV and three confidential letters of reference should be sent to Dr. Charles Morrison, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenue West, Waterloo, Ontario, N2L 3C5. Closing date for applications is February 1, 2005. All qualified applicants are encouraged to apply, however, Canadians and permanent residents will be given priority. Tha University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minonty, persons with disabilities, and abonginal people.

■ **MUSIC — Wilfrid Laurier University.** Faculty of Music invites applicaulons for a one year Artist-in-Residence position in the area of oboe, clarinet, trumpet, french horn or trombone, subject to final budgetary approval, to begin July 1, 2005. Candidates should have a natianal or intemational reputation as a performer, including substantial orchestral exponenca. In addition, candidates must demonstrata a history of taaching excellance at the university level, including recruiting and maintaining a nationally recognized class. A Bachelors degree is required, a Masters degree is preferred. Duties will include teaching up to 15 hours per week from the following categories: private lessons and masterclass instruction, coaching and organizing student wind chamber groups and conducting wind sectionals or small wind ensembles. In addition, the appointee must maintain a national or international performing profile, contribute creatively and effectively to wind/brass recruiting and assume appropriata administrative duties. Wilfrid Launer University Faculty of Music has a strong interest in the music of our time and values a candidate's contribution in this area. Applications, including CV and three confidential letters of raference should be sent to Dr. Charles Mornson, Dean, Faculty of Music, Wilfrid Laurier University, 75 University Avenua West, Watarloo, Ontario, N2L 3C5. Closing date for applications is February 1st, 2005. All qualified applicants ara encouraged to apply, however, Canadians and permanent residents will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

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■ **NEUROSCIENCE — Montreal Neurological Institute, McGill University.** The Montreal Consortium for Brain Imaging Research (MCBIR) at McGill University is conducting an international recruiting effort. MCBIR is a multi-institutional initiative which expands the McConnell Brain Imaging Centre (BIC) at the Montreal Neurological Institute (MNI) and is part of one of the largest most diverse neuroscience communities in North America. The recruitment of new faculty members for MCBIR is a partnership between the MNI, the Douglas Hospital and the Lady Davis Institute. The MNI is a broad-based research institute with 45 independent labs, 150+ graduate students and 50+ postdocs. The Douglas Hospital Research Centre is one of the largest psychiatric research institutes in Canada and the Lady Davis Institute is a major international center for research in aging, dementia, cancer and AIDS. All are integrated with referral hospitals. MCBIR has received a $28M government grant for an addition to the BIC that will house state-of-the-art scanners for human MRI, fMRI, PET and MEG as well as animal PET and MR; extensive computational resources; and new laboratories. We seek applications for tanure track faculty positions at all levels for research in neuroscience and imaging technology. We offer highly attractive salary and start-up packages and an exceedingly high quality of life in Montreal, one of North America's greatest and most lively cities. Applicants should have an MD, a PhD or the equivalent and at least three years of postdoctoral research training. Clinician scientists with combined degrees are encouraged to apply. Please send a letter outlining your current and future research interests, a copy of your CV and the names and addresses of three references to: Chair, MCBIR Search Committee, Room 636, Montreal Neurological Institute, McGill University, 3801 University St., Montreal, Quebec H3A 2B4, CANADA. Send email inquines and applications to: facultysearch.mni@mcgill.ca. Application deadline: January 30, 2005. More information can be found at www.mni.mcgill.ca. All qualified candidates are encouraged to apply: however Canadians and permanent residents of Canada will be given pnonty. McGill University is committed to equity in employment.

■ **NURSING — University of Western Ontario.** The Faculty of Health Sciences at The University of Western Ontano invites applications for 1 probationary (tenure-track) position in the School of Nursing. The successful candidate will be expected to conduct a program of research, contnbute to graduate and undergraduate educational programs and participate in university and professional activities. This position requires an earned doctorate (or doctorate near completion) in nursing or a related field, evidence of a focussed program of research and publication, and eligibility for a certificate of registrauon with the College of Nurses of Ontario. The School offers a BScN program in collaboration with Fanshawe College of Applied Arts and Technology; a post-RN, BScN program and a Primary Health Care Nurse Practitioner program through a consortium of Ontano universities. At the graduate level, recently accredited MScN and PhD programs are structured to foster high standards of scholarship within an environment that promotes regular interaction and mentoring. Within the context of established, well-funded program of research, faculty and students actively engage in building knowledge in 3 fields of study (Leadership in Nursing Education, Nursing Leadership in Health Services Delivery and Nursing Leadership in Health Promotion and Healing). The Nursing Research Unit (NRU) provides key support services and facilities to both graduate students and faculty. Tha School of Nursing is one of 5 schools in the research-oriented Faculty of Health Sciences, where both discipline-specific and interdisciplinary research are encouraged. Start-up research funds and the support of the Nursing Research Unit are available. University-wide programs to enhance teaching are offered regularly. Successful applicants who have completed a PhD in the past 5 years and who have relevant expertise in women's health, family health, child health, violence, mental health, health care costing, substance abuse and/or development and testing of interventions, may be eligible for new investigator support as a part of a CIHR New Emerging Team (NET) grant and have the opportunity to collaborate with an international, inter-disciplinary team of researchers in developing a program of research. Applicants should indicate their interest in this award at the time of application. The effective date of appointments is July 1, 2005. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to: Dr. Carole Orchard, Director, School of Nursing, Faculty of Health Sciences, Room H3, Health Sciences Addition, The University of Western Ontano, London, Ontario N6A 5C1, http://www.uwo.ca/ihs/. The deadline for receipt of applications is February 8, 2005. Please quote Number HS 032 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontano is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

DALHOUSIE UNIVERSITY

Canada Research Chair (Tier II) Risk Management

The Faculty of Management at Dalhousie invites applications for a Canada Research Chair (Tier II) position in Risk Management beginning Fall 2005. This new position has been created as part of an expanded initiative in the Faculty of Management to establish a leading position in research and education in risk management through the recently created RBC (Royal Bank) Centre for Risk Management. The Centre will act as a catalyst for the development of programs of basic and applied research focussed on how individuals and organizations, both private and governmental, define and measure risk and subsequently develop effective policies and practices for managing risks. The Faculty of Management consists of four Schools (Business Administration, Library and Information Studies, Public Administration, and Resource and Environmental Studies). All programmes in the School of Business Administration are AACSB accredited, and the MLIS programme in the School of Library and Information Studies is ALA accredited.

The Canada Research Chairs Program was established hy the Government of Canada to foster world-class university research (www.chairs.gc.ca).

The successful candidate must have a PhD with a demonstrated potential and capacity to excel in independent research in the broad area of risk management. The Chair holder will collaborate with a team conducting research in risk management and will be expected to provide leadership in the development of joint projects and external research grant applications. He or she will also be expected to play an active role in the development of the existing RBC Centre for Risk Management. The successful candidate will be appointed at the rank of Assistant or Associate Professor in a tenure-track position, with the possible cross-appointment to other Faculties, and will have a reduced teaching load in accordance with the research emphasis of the position. The candidate should not be more than ten years beyond the completion of the doctoral degree.

The university search committee's deliberations on applications will be ongoing until the position is filled. Once recommended by the search committee and approved by the university, the candidate is nominated to the Canada Research Chairs Selection Committee that adjudicates all nominations on a national basis. Applications and nominations for this position should be made by submission of a curriculum vitae, a description of current research interests and the names of at least three referees (including telephone numbers and e-mail addresses) to:

Dr. Bertrum H. MacDonald, Associate Dean (Research)
Faculty of Management, Dalhousie University
6152 Coburg Road, Halifax, Nova Scotia, Canada B3H 3J5
Telephone: 902 494-2472
Fax: 902 494-1503
E-mail: bertrum.macdonald@dal.ca

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
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ads@caut.ca

SPHERU

UNIVERSITY OF REGINA

RESEARCHER and LEADER

Director

Saskatchewan Population Health & Evaluation Research Unit (SPHERU)

This is an exceptional opportunity for a talented researcher to lead and shape the future of a population health research centre of excellence in Saskatchewan, the heartland of innovation in health thinking and delivery. SPHERU is a two-university, nine-faculty centre, and has core funding from the Saskatchewan Health Research Foundation. SPHERU's interdisciplinary researchers have been involved in over forty grant-funded research projects in its first five years, and SPHERU has been awarded a CIHR Strategic Graduate Training Program in Community and Population Health Research.

The Director's primary academic appointment may be at either the University of Saskatchewan (Department of Community Health & Epidemiology, College of Medicine) or the University of Regina (Faculty of Kinesiology & Health Studies), at the rank of full or associate professor. Initially, the appointment as Director will be for a five-year term, renewable, and will be a tenured position subject to the practices at the University of appointment.

The ideal candidate will have a strong research record, the ability to recruit and guide high quality colleagues from a variety of disciplines, and the skills to establish relationships with key academic, health and health care constituencies. The Director's challenge is to sustain and deepen a culture of "engaged research" that will influence health practice and policy across all of the sectors that determine health, with particular attention to the provincial Health Research Strategy (http://www.health.gov.sk.ca). The candidate will have responsibilities specific to the Program in Community and Population Health Research, and academic responsibilities in the home department, including the supervision and training of graduate students. As part of the credentials associated with tenure, demonstration/documentation of a high standard of teaching ability will be required.

A more extensive description of SPHERU is available at www.spheru.ca or by contacting: **Bruce Waygood, Chair, SPHERU Board, University Coordinator of Health Research, Office of the Vice-President Research, University of Saskatchewan, Box 5000 RPO University, 110 Gymnasium Place, Saskatoon, SK, S7N 4J8, Canada,** or bruce.waygood@usask.ca.

Apply to the above address, including a cover letter, full Curriculum Vitae, and three letters of reference. Closing date is **March 15, 2005,** but may be extended at the discretion of the Universities and the SPHERU Board of Directors.

Both Universities are committed to Employment Equity. Members of Designated Groups (women, Aboriginal people, people with disabilities, and visible minorities) are encouraged to self-identify in their applications. All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.

The University of Western Ontario

Western Medicine & Dentistry

Chair Department of Anatomy & Cell Biology

The Faculty of Medicine & Dentistry, at The University of Western Ontario, is inviting applications for the position of Chair in the Department of Anatomy and Cell Biology.

The Department of Anatomy & Cell Biology is a research-intensive department with a strong record of excellence in teaching. Current primary research areas include the study of gap junctions in intercellular communication and disease, molecular signaling in cell and developmental biology, neurobiology and imaging. Renovations scheduled for completion in 2005-06, combined with existing facilities, will provide16,000 sq. ft of new laboratory space and complement recently acquired core facilities for confocal microscopy, live cell imaging, cell micromanipulation and FACS analysis totaling over $ 4 million. The successful applicant will have several recruitment opportunities to build and enhance research programs through upcoming retirements. The Department has a strong graduate program in Anatomy & Cell Biology and provides teaching to medical, dental, science and health science students through undergraduate programs in the Faculties of Medicine & Dentistry, Science, and Health Sciences. The successful candidate should have a reputation for effective interpersonal, administrative and leadership skills and a strong commitment to excellence in teaching of the anatomical sciences. Candidates with a background in the anatomical sciences and a research program complementing existing research strengths, or candidates with outstanding accomplishments in any relevant research area, are encouraged to apply.

Details concerning the Department of Anatomy & Cell Biology, the Faculty of Medicine & Dentistry, and The University of Western Ontario, London, Ontario, may be found through the University's home page at www.uwo.ca.

Interested candidates should submit a CV outlining their research, teaching, and administrative experience and interests, including future directions, together with the name and addresses of three referees to:

Dr. Carol Herbert, Dean
Faculty of Medicine & Dentistry
Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
FAX: (519) 850-2357

The competition will remain open until tha position is filled.

Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

CAREERS CARRIÈRES

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■ **OPTOMETRY — University of Waterloo.** The School of Optometry at the University of Waterloo is widely recognized for programs both in clinical training and research. Our annual research budget exceeds 7 million dollars. Applications are now being accepted for two probationary (tenure track) positions at the Assistant/Associate/Full Professor level in the School of Optometry. We are looking for vision scientists having a strong background in one or more of the following areas: optics, life sciences andocular disease. Eligibility for optometric licensure in the province of Ontario would be an asset but not a requirement. Salary is negotiable within a range commensurate with experience and qualifications. A letter of application, curriculum vitae and three confidential letters of reference should be sent to: Dr. William R. Bobier, Director, School of Optometry, University of Waterloo, Waterloo ON Canada N2L 3G1. Evaluation of candidates will continue until the positions are filled. All qualified individuals are encouraged to apply, including women, members of visible minorities, native peoples, and persons with disabilities; however, Canadian citizens and permanent residents will be given priority.

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■ **PHILOSOPHY — University of Waterloo.** The University of Waterloo wishes to honour an internationally acclaimed feminist philosopher and to provide a significant learning opportunity to students and colleagues at the University. The Humphrey Professorship in Feminist Philosophy, Department of Philosophy, University of Waterloo, is a visiting professorship endowed by Dr. Anne Humphrey Mnos. The Humphrey Professor in 2003 was Dr. Christine Overall (Queen's University) and, in 2004, it was Dr. Marilyn Frye (Michigan State University). The period of the visit is one or two terms of the Canadian academic year (Fall, Winter, Spring). Teaching duties include a senior level course in contemporary feminism, and some public lectures. Nominations and applications for 2006, 2007 and 2008 are now open and will be received any time. The deadline for a given year is January 1 of the previous year. Please list the academic accomplishments of the nominee/applicant and send to the Humphrey Professorship, c/o Debbie Dietrich, Department of Philosophy, University of Waterloo, Waterloo, ON, Canada N2L 3G1.

■ **PHILOSOPHY — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Philosophy.

■ **PHILOSOPHY — Luther College.** Applications are invited for a tenure-track position at the Assistant Professor level in Philosophy at Luther College, a federated college of the University of Regina. Candidates should have a doctorate, completed or near completion. The successful applicant will teach introductory courses in philosophy and logic as well as upper level and graduate courses in the candidate's specialty. All areas of teaching competency will be considered with priority given to one or more of the following: philosophy of religion, ethics, history of philosophy, non-western, continental, and/or feminist philosophies. The successful candidate should also have a demonstrated ability in undergraduate teaching, potential for research and an interest in the context of a Christian, liberal arts College. A copy of the College's educational goals is available upon request and further information about the College can be obtained at: http://www.luthercollege.edu. Responsibilities include teaching, research, committee work and contributing to the campus community. The starting date is July 1, 2005, or as soon as possible thereafter. Applications should include a curriculum vitae outlining disciplinary training, teaching experience, publications and conference presentations; applicants should also arrange for three letters of reference to be sent to the address below. A statement explaining the candidate's interest in teaching at a liberal arts college in a Christian context should also be included. Applications should be sent to: Dr. Bryan Hillis, Academic Dean, Luther College, University of Regina, Regina, SK S4S 0A2 All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Luther College is committed to employment equity and encourages applications from all qualified candidates including women, aboriginal people, visible minorities and people with disabilities. Deadline for applications is January 14, 2005 or when the position is filled.

■ **PHILOSOPHY — Wilfrid Laurier University.** The Department of Philosophy at Wilfrid Laurier University invites applications for a tenure-track appointment to commence 1 July, 2005, subject to budgetary approval. Area of Specialization (AOS): Ancient Philosophy. Area of Competence (AOC): open, though candidates must be able to contribute to both our undergraduate and graduate programs. The successful candidate must have a PhD at the time of appointment. Applicants are asked to submit a curriculum vitae, a statement of teaching and research interests, three letters of reference, a teaching dossier (including official teaching evaluations) and a writing sample to: Dr. Neil Campbell, Chair, Department of Philosophy, Wilfrid Laurier University, 75 , University Avenue, West, Waterloo, Ontario, N2L 3C5 by February 15th, 2005. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents of Canada will be given priority. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

■ **PHYSICS — University of Western Ontario.** The Departments of Chemistry and Physics & Astronomy are pleased to announce a search for a Tier 1 (Senior) Canada Research Chair at the Associate (probationary or tenured) or Professor (tenured) level in the area of condensed matter physics or chemistry with expertise in nanotechnology / (bio)photonics. The starting date will be July 1, 2005 or thereafter. The University of Western Ontario has launched a major initiative in novel materials science. Under a $7.6 M Canada Foundation for Innovation/ Ontario Innovation Trust award, a 4000 sq. ft. fabrication facility was constructed in 2002 to house state-of-the-art tools for the synthesis, patterning and functionalization

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UNBC

College of Science and Management

Assistant, Associate or Full Professor, Accounting (Tenure-track position)

The University of Northern British Columbia, College of Science & Management, invites applications for a tenure track position in Accounting within the School of Business, subject to budgetary approval.

Successful candidates will possess a Ph.D. in Accounting (or be near completion); show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching.
Competition #FABU33-04(B)

Assistant, Associate or Full Professor, Finance (Tenure-track position)

The University of Northern British Columbia, College of Science & Management, invites applications for a tenure track position in Finance within the School of Business, subject to budgetary approval.

Successful candidates will possess a Ph.D. in Finance (or be near completion); show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching.
Competition #FABU35-04(B)

Assistant, Associate or Full Professor, Marketing (Tenure-track position)

The University of Northern British Columbia, College of Science & Management, invites applications for a tenure-track position in Marketing within the School of Business, subject to budgetary approval.

Successful candidates will possess a Ph.D. in Marketing (or be near completion) with research and teaching interests in one or more of the following areas: Consumer Behavior, Marketing Research, Marketing Strategy, or International Marketing; show evidence of strong research productivity or potential commensurate with appointment rank; and have demonstrated the capability for effective undergraduate and graduate teaching.
Competition #FABU34-04(B)

The University of Northern British Columbia is a small, research-intensive university with an enrolment of 3,500 students in more than 40 undergraduate and graduate academic programs. UNBC provides broad support for faculty to develop their research and teaching capabilities, a strong mandate for growth, a modern and comprehensive campus, and a distinctive quality of life in central British Columbia. As the largest academic program at the university, the School of Business offers majors in Accounting, Finance, International Business, Marketing and General Business to more than 500 students enrolled in the Bachelor of Commerce degree. Prince George, B.C. is a dynamic and youthful city with a population of approximately 80,000. The community offers a combination of modern amenities, cultural activity and accessibility to outdoor recreation.

Please forward your curriculum vitae and the names and addresses of three references (including telephone, fax, and email information) quoting the appropriate competition number to: **Dr. J. Howard Brunt, Vice-President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, B.C., V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to: Dr. Robert Ellis, Chair – School of Business, at Telephone (250) 960-6491, or Fax (250) 960-5544. Electronic copies of CV's can be forwarded to: **FacultyRecruitment@unbc.ca.** Applications received on or before **February 11, 2005** will receive full consideration; however applications will be accepted until the position is filled.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA

3333 University Way, Prince George, BC, V2N 4Z9
For More Information, Visit our Web Site: www.unbc.ca

Associate Professor
School of Physical Therapy

The School of Physical Therapy offers a B.Sc.P.T. degree, currently enrolling 30 students per year. A new Masters of Physical Therapy program has been proposed and if approved would replace the B.Sc.P.T. program in 2007. Research areas in the School include: osteoporosis, fibromyalgia, exercise management in chronic diseases, physical activity in older adults, parkinson's disease and development of outcome measures. The School supports a variety of initiatives related to inter-professional education at undergraduate and graduate levels.

Applications are invited for a full-time tenure-track position in Physical Therapy to commence July 1, 2005.

Applicants must be eligible for licensure in the Saskatchewan College of Physical Therapists, and must hold a Ph.D. or equivalent doctoral degree. Candidates must have a commitment to teaching and research. Preference will be given to candidates with clinical and research expertise in exercise testing, exercise prescription and physical therapy management of chronic diseases.

The successful candidate will be expected to teach courses in the physical therapy program, to supervise graduate students (as required) and to conduct research.

Candidates should send a curriculum vitae, a statement of teaching and research interests, examples of publications, and the names of three references to: **Dr. E. Harrison, Director and Associate Dean, Chair, Search Sub-committee, School of Physical Therapy, 1121 College Drive, Saskatoon, SK S7N 0W3;** Tel: (306) 966-6580; Fax: (306) 966-6575; Email: harrison@sask.usask.ca. The closing date for applications is **April 25/2005.**

The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, Aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. This position has been cleared for advertising. Applications are invited from qualified individuals regardless of their immigration status in Canada.

Further information about the School and its programs are available on our Website (www.usask.ca/physther).

UBC

Faculty of Science
The University of British Columbia
www.ubc.ca

Research Associate
Science Centre for Learning and Teaching

The Science Centre for Learning and Teaching (Skylight) invites applications for a Research Associate who will be an on-going member of a multi-disciplinary team in the Faculty of Science (FOS). Skylight's mandate includes faculty development and research into teaching and learning.

Responsibilities include:
- **Developing, implementing and assessing programs and workshops for faculty to facilitate better teaching and learning in the FOS.**
- **Planning and conducting educational research.**
- **Participating in developing a community of practice for teaching and learning in FOS.**

Required qualifications:
Applicants should have a doctorate in a relevant field, although other relevant qualifications and experience may be considered.

Work experience should include:
- **Successful teaching at a university level. Pedagogical research.**
- **Considerable experience working directly with faculty.**
- **Applications of technology in higher education.**

This appointment is subject to annual evaluation and renewal.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

Start date: May 1 – July 1, 2005
Deadline for applications: ***February 7, 2005***

Submit to:
Dr. Ian A. Cavers, Associate Dean of Science
University of British Columbia
#1505-6270 University Blvd., Vancouver, B.C. V6T 1Z1

Simon Fraser University
School of Computing Science
Canada Research Chair (Tier I)

The School of Computing Science at Simon Fraser University is seeking candidates for a Canada Research Chair (CRC) Tier I senior-level faculty position. Applicants are expected to have a truly outstanding research program with a strong record of publication, research funding, and graduate student supervision. Applicants also must have a strong commitment to excellence in teaching. The School is interested in candidates in systems, application and foundational areas. We also have a special interest in interdisciplinary areas. However, higher priority will be given to the overall excellence of the candidate's work than to any specific area. Additional information about the CRC chairs can be found at www.chairs.gc.ca.

Simon Fraser University is consistently one of the top-ranked universities in Canada. The School of Computing Science currently has approximately 200 Ph.D. and M.Sc. students, 700 undergraduate majors, and 54 faculty members. The School is in the midst of a phase of strong growth. As part of the "Doubling the Opportunities" program of the government, both the number of faculty and students are to be significantly increased.

The main campus of Simon Fraser University is situated on Burnaby Mountain in Greater Vancouver. Vancouver thrives as a scenic waterfront city, located just minutes away from the mountains and a wide range of outdoor activities. Vancouver's cultural and intellectual pursuits, leisure opportunities, favourable climate, and clean and safe environment are consistently cited as quality of life factors that make it one of the most desirable places in the world to live and work.

All qualified candidates are encouraged to apply; however, Canadians and Canadian Permanent Residents will be given priority. Simon Fraser University is committed to employment equity and encourages applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Applications will be accepted until the position is filled; however to be assured consideration by the search committee, applications must be received by **February 15, 2005.** For updated information see www.cs.sfu.ca.

Applicants should send a CV, reprints of representative publications and names of six references to: **CRC Search, School of Computing Science, Simon Fraser University, 8888 University Drive, Burnaby, B.C., Canada V5A 1S6;** Email: crc-search@cs.sfu.ca.

CAREERS CARRIÈRES

of novel materials. Photonic bandgap materials constitute one class of special interest. Under a $45M, 5-year, multi-university project, the Ontario Photonics Consortium, UWO will be recruiting sharply increased numbers of graduate students and post-doctoral fellows to enhance its research programs. Applications are invited from all interested and qualified individuals. Prospective candidates may visit our home pages at http://www.physics.uwo.ca/, http://www.uwo.ca/chem/ or http://wins.uwo.ca/wins.htm. See http://www.chairs.gc.ca/ for details concerning the CRC program. The successful candidate must have an outstanding research record in nanotechnology/(bio)photonics, and demonstrate proven qualities of vision, leadership and resourcefulness. She or he will take on the major responsibility for the development of a vigorous research program and will be expected to supervise graduate students and to participate in teaching at the graduate and undergraduate levels. Candidates should submit a curriculum vitae, a list of publications, and a research plan, and must arrange for at least three letters of reference to be sent to: Professor James M. Moorhead, Acting Chair, Department of Physics & Astronomy, The University of Western Ontario, London, Ontario N6A 3K7, Canada. The closing date for applications is March 15, 2005. This position is subject to budgetary approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

■ **PHYSICS — University of Waterloo.** The Department of Physics, University of Waterloo, invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, non-commutative geometry, and other approaches; (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1; Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our WEB page http://www.science.uwaterloo.ca/physics. All qualified candidates are encouraged to apply; however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

■ **PHYSICS — University of Waterloo.** Applications are being invited for one or more tenure-track faculty positions in the Physics Department and the Institute for Quantum Computing. The search is focused on senior experimental physicists with strong research accomplishments in the field of quantum information (although exceptional theorists or promising younger candidates may also be considered). At least one candidate will hold a research chair for a period of 5 years with a substantial teaching reduction and an additional stipend. Responsibilities will include the supervision of graduate students, as well as some teaching at the undergraduate and graduate levels. Salary will depend on the candidate's qualifications. Effective date of appointment: September 1, 2005. These appointments are subject to the availability of funds. All qualified candidates are encouraged to apply; however Canadian and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The Physics department, http://www.science.uwaterloo.ca/physics, is part of the Faculty of Science and has thriving groups in astrophysics, biophysics, condensed matter, optics and quantum information. The University of Waterloo is host to the Institute for Quantum Computing (IQC). Information about IQC personnel and activities can be found at www.iqc.ca. The IQC, at present, includes more than a dozen researchers from the Faculties of Engineering, Mathematics and Science. The candidates will also have the opportunity to interact with scientists at the nearby Perimeter Institute for Theoretical Physics, and UW's Centre for Applied Cryptographic Research. Interested individuals should send curriculum vitae, selected reprints/ preprints and the names of three references to the Chair of the hiring committee: Prof. Raymond Laflamme, Director, Institute for Quantum Computing, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; e-mail: laflamme@iqc.ca; phone: (519) 888-4021; fax: (519) 888-7610. The deadline for receiving applications is January 31, 2005 (late applications may be considered if any positions remain unfilled).

■ **PLANNING (URBAN DESIGN) — University of Waterloo.** Applications are invited for an Assistant Professor tenure track position in Urban Design. The successful candidate will have doctoral level planning urban design credentials, a mix of international and North American urban design project experience and demonstrate potential for leadership in developing instructional design programs that include novel approaches to urban design studio instruction (including computer assisted design in urban planning studios.) The candidate should have a record of scholarly output (writing, exhibits, design competitions, etc.). An additional interest in one or more of: heritage, international urban design, development industry economics, or urban ecology is an advantage. The successful candidate will: teach urban design to undergraduate and graduate planning students, supervise graduate student research, and conduct research in urban design related fields. Applicants must demonstrate design achievement; and since the School has a doctoral graduate program, a PhD is highly desired (significant professional achievement coupled with awards and/or publishing might be accepted if the individual has masters level credentials.) Applicants should qualify for membership in the Canadian Institute of Planners. The nature of the appointment and salary will be commensurate with the candidate's qualifications and experience. Applications must be received in hard copy and will include a letter of application (stating career objectives, approach to learning and teaching, and research goals), a current curriculum vitae, a portfolio of selected recent design work, and names (with contact information) of four referees. The first stage in the review of applicants will be based on the letter of application, portfolio, and CV. References will be contacted for those being considered in the second stage of review. Applications will be considered at any time until the position is filled. Send to: Dr. Murray Haight, Director, School of Planning, Faculty of Environmental Studies, University of Waterloo, Waterloo, ON N2L 3G1; mehaight@uwaterloo.ca. The School of Planning is part of the Faculty of Environmental Studies that includes a School of Architecture, a Department of Environment and Resource Studies, and a Department of Geography. In addition, it has a Heritage Resource Centre that undertakes research and professional education involving both natural and built environments, and a Mapping, Analysis and Design technical unit that provides computing facilities and professional staff to support teaching and research in GIS, remote sensing, computer aided design, modelling and simulation. Additional information about the Faculty may be found at: http://www.fes.uwaterloo.ca/.

Dean of the Faculty of Kinesiology

UNIVERSITY OF CALGARY

The University of Calgary invites applications and nominations for the position of **Dean of the Faculty of Kinesiology** for a five-year renewable term commencing July 1, 2005.

The Faculty of Kinesiology

The Faculty of Kinesiology is home to a strong group of researchers, boasts some of the finest facilities in the world, and hosts one of the largest programs of its kind in Canada with more than 30 full-time faculty, 200 non-academic staff, 600 undergraduate and 65 graduate students. Programs of study are offered at the Bachelor's (nationally accredited BKin and BSc), Master's (MSc and MKin), and Doctoral levels (PhD). Kinesiology has strong ties with most faculties and significant involvement on an undergraduate, graduate, and/or research level with the faculties of Medicine, Engineering, Nursing, Education, and Business. The Faculty includes the Human Performance Laboratory, Sport Medicine Centre, Sport Technology Research Centre, Athletics, Campus Recreation, the Health and Recreation Centre, and the Olympic Oval, many of which are internationally renowned. See the Faculty of Kinesiology website at **http://www.kin.ucalgary.ca** for more information.

The Position

The Dean of the Faculty of Kinesiology will serve as a member of the senior leadership team of the University and is expected to have:

- an accomplished research record with a PhD in Kinesiology (or in a related discipline);
- a vision that recognizes and values the various disciplinary commitments of the Faculty;
- proven leadership abilities and administrative experience in an academic or similar setting;
- successful fundraising experience and demonstrated financial acumen; and
- the ability to foster relationships with external stakeholders (research communities, alumni, and local community groups).

The ideal candidate will seize the opportunities of an energetic and dynamic Faculty to:

- enhance the national and international research and educational reputation of the Faculty;
- advocate the place of Kinesiology in the development of scientific knowledge and the advancement of the human condition through the natural, medical, and social sciences;
- lead this ambitious Faculty to an even higher level of worldwide recognition;
- secure additional sources of funding through research funding bodies, including Alberta Heritage Foundation for Medical Research, Alberta Ingenuity Fund, Alberta's Informatics Circle of Research Excellence (iCORE), and Canada Foundation for Innovation; and
- strengthen the Faculty's position relative to other health and wellness faculties and units at the University.

University of Calgary

The University of Calgary is a comprehensive research-intensive university with almost 30,000 undergraduate and graduate students. Situated close to the Canadian Rockies, in a rapidly growing city characterized by diversity, volunteerism and entrepreneurial vitality, the University helps the province foster discovery and innovation and develop a highly skilled workforce for the knowledge economy.

Applications, complete with an expression of interest, curriculum vitae, and the names of three referees, who have been asked to write in confidence to the committee, should be forwarded to: **Dr. Ronald Bond,** Provost and Vice President (Academic), University of Calgary, 2500 University Drive N.W., Calgary, Alberta, Canada, T2N 1N4, Phone: (403) 220-5464, Fax: (403) 289-6800, Website: http://www.ucalgary.ca

Consideration of applications will begin in mid-February 2005. The competition will remain open until a suitable candidate is found.

All qualified candidates are encouraged to apply, however, Canadians and permanent residents will be given priority.
The University of Calgary respects, appreciates and encourages diversity.

To see all University of Calgary academic positions, please visit www.ucalgary.ca/hr/career

www.ucalgary.ca

THE UNIVERSITY OF HONG KONG

香 港 大 學

The University of Hong Kong is at the international forefront of higher learning and research, with more than 100 teaching departments and sub-divisions of studies, and more than 60 research institutes and centres. It has over 20,000 undergraduate and postgraduate students from 48 countries. English is the medium of instruction. The University is committed to international standards for excellence in scholarship and research.

Associate Professor/Assistant Professor in Geotechnical Engineering (Ref.: RF-2004/2005-159)

Applications are invited for appointment as Associate Professor/ Assistant Professor in Geotechnical Engineering in the Department of Civil Engineering, tenable from July 1, 2005 or as soon as possible thereafter. The appointment will initially be made on a three-year fixed-term basis, renewable after review.

The Department of Civil Engineering is one of the five engineering departments in the Faculty of Engineering. The Department has enjoyed a good reputation as a leading world-class institution for research and teaching in civil engineering, and nurtured high-calibre leaders for the community as well as the civil engineering profession. The Department is active in research in structural engineering, geotechnical engineering, water and environmental engineering, construction management and transportation engineering. More information about the Department can be obtained at http://www.hku.hk/civil/.

Applicants should possess a Ph.D. degree in Geotechnical Engineering, with more than three years of practical experience and a strong background in teaching and research in geotechnical engineering. The appointee will be expected to teach undergraduate and postgraduate courses on Geotechnical Engineering and to develop research in related fields.

Starting annual salary is around HK$466,440 (approximately US$1 = HK$7.8) (subject to review from time to time at the entire discretion of the University). The appointment will attract a contract-end gratuity and University contribution to a retirement benefits scheme, totalling up to 15% of basic salary. At current rates, salaries tax does not exceed 16% of gross income. The appointment carries leave and medical/dental benefits. Housing benefits will be provided.

Further particulars and application forms (272/302 amended) can be obtained at https://extranet.hku.hk/apptunit/; or from the Appointments Unit (Senior), Registry, The University of Hong Kong, Hong Kong (Fax: (852) 2540 6735 or 2559 2058; E-mail: apptunit@hkucc.hku.hk). **Closes January 31, 2005.**

The University is an equal opportunity employer and is committed to a No-Smoking Policy

CANADA RESEARCH CHAIRS

Dalhousie University invites applications from early career scholars of outstanding achievement who wish to be considered for nomination for a Canada Research Chair at the Tier II level in any of the areas listed below. The successful applicant will have a PhD, postdoctoral experience, and an excellent record in research. Detailed advertisements for each position can be found at the indicated web addresses. Candidates who are nominated and awarded a Canada Research Chair will be appointed to a tenure-track position and at a rank appropriate to their level of experience. We will select candidates to nominate in four out of the five following areas:

- **Marine Renewable Resources** http://is.dal.ca/~biology2/index.html
- **Geophysics-Petroleum Exploration** http://meguma.earthsciences.dal.ca/
- **Health Economics** http://is.dal.ca/~econhome/index.html
- **Mathematical Modelling of Oil and Gas Flow** http://www.mathstat.dal.ca/xpositions.html
- **Ocean Prediction** http://www.dal.ca/~wwwocean/index.html

Information on the Canada Research Chairs program is available at www.chairs.gc.ca

Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from aboriginal people, racially visible people, women and persons with a disability.

Enquiries and applications should be directed to the addresses available at the indicated websites. Consideration of applications will commence 1 March 2005 and will continue until four outstanding nominees are identified.

DALHOUSIE UNIVERSITY
Inspiring Minds
Faculty of Science

CAREERS CARRIÈRES

The successful candidate will be able to consult and participate broadly with colleagues in the Faculty and will have access to advanced computing and other research and teaching facilities. All qualified candidates are encouraged to apply; however, priority will be given to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ **POLITICAL SCIENCE — University of Alberta.** The Department of Political Science at the University of Alberta invites applications for a full-time tenure-track position in International Relations/International Political Economy at the Assistant Professor level commencing July 1, 2005. The position entails the teaching of junior and senior undergraduate courses in international relations and international political economy, graduate courses in those areas, and an active program of research resulting in publications. Teaching and research specialization in United States foreign, trade or security policy would be an asset, as would be the ability to attract research funding. Applicants should have a completed PhD in Political Science. Candidates should submit a letter of application, a curriculum vitae, copies of publications, and names of three academic references to: Professor Fred Judson, Chair, Department of Political Science, 10-16 HM Tory Building, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Email: fred.judson@ualberta.ca. Closing date for the competition: January 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **POLITICAL SCIENCE — University of Toronto.** The Department of Political Science at the University of Toronto invites applications for a tenure-stream appointment at the rank of Associate or Full Professor in Innovation and Governance. The Department will nominate the successful applicant for a Canada Research Chair at the Tier 1 (Senior) level. The Government of Canada funds the Canada Research Chairs Program to promote internationally recognized research in Canadian universities. (For details see www.chairs.gc.ca.) Accordingly, candidates are expected to be scholars of real distinction whose research and teaching will make major contributions to the quality and stature of the Department. The ideal candidate would be one whose work encompasses the relationship between innovation, local and regional economic development and urban governance, recognizing that the economic success of cities is closely linked to their success in encouraging and promoting new forms of civic engagement. Our aspiration is to attract a scholar whose work displays evidence of a strong interest in understanding how the social and political dynamics of the city-region, with respect to the roles of governance and social equity, help shape its innovative and creative capacity. Applicants must have a PhD in Political Science or a related discipline whose research fields are relevant to the above themes. Please send applications to Professor Robert Vipond, Chair, Department of Political Science, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3. Applications should include a curriculum vitae, a writing sample (e.g., an article offprint or conference paper), materials relevant to teaching experience (e.g., course outlines and handouts, student survey results), and a statement outlining current and future research interests. Applicants should also ask three referees to write letters directly to Professor Vipond. Materials must be received by January 17, 2005. The appointment will begin on July 1, 2005 (or thereafter). Salary will be commensurate with experience. The University of Toronto is strongly committed to diversity within its community and especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, members of sexual minority groups, and others who may contribute to the further diversification of ideas. We offer opportunities to work in many collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **POLITICAL SCIENCE — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Political Science.

■ **POLITICAL SCIENCE — University of Windsor.** The University of Windsor invites applications for two tenure-track positions in the Department of Political Science in the areas of Political Geography, with a specialization in environmental and/or natural resource issues and Comparative Politics or International Relations, with a specialty in Diaspora Studies at the rank of Assistant Professor commencing July 1, 2005. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact Dr. Tom Najem, Department Head, Department of Political Science, University of Windsor, Windsor, ON N9B 3P4, Phone: 519.253.3000, ext 2347, Fax: 519.973.7094, E-mail: tnajem@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr. Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **POLITICAL SCIENCE — Carleton University.** Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2005. The successful candidate will demonstrate an expertise in United States and North American politics. An ability to teach undergraduate and graduate courses in U.S. politics and North American relations, as well as an ability to supervise graduate work in these areas, is required. Applicants must have a completed PhD and a demonstrated commitment to effective teaching and research, including a publication record. Applications, including curriculum vitae and at least three confidential letters of reference, should be made to: Professor Chris Brown, Chair, Department of Political Science, 864D Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is January 14, 2005, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **POLITICAL SCIENCE — Carleton University.** Subject to budgetary approval, the Department of Political Science invites applications for a tenure-track appointment at the rank of assistant professor effective July 1, 2005. The successful candidate will demonstrate an expertise in feminist and early modern political thought within the context of the history of political thought. An ability to teach undergraduate and graduate courses in the history of political ideas, as well as an ability to supervise graduate work in political philosophy, is required. Applicants must have a completed PhD and a demonstrated commitment to effective teaching and research, including a publication record. Applications, including curriculum vitae and at least three confidential letters of reference, should be made to: Professor Chris Brown, Chair, Department of Political Science, 864D Loeb Building, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, Canada, K1S 5B6. The closing date for applications is January 14, 2005, or until the position is filled. All qualified candidates are encouraged to apply. The applications of Canadians and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities. Persons from these groups are encouraged to apply.

■ **POLITICAL SCIENCE/ENVIRONMENTAL STUDIES — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for an 8.5 month term appointment starting August 15, 2005. PhD or near completion and teaching experience preferred. This sabbatical replacement position supports an interdisciplinary Environmental Studies BA program and the initial years of a bachelor's program in Political Science. The successful candidate should be prepared to teach a general introduction to Political Science, introductions to two or three subfields of Political Science (international politics, comparative politics, Canadian politics, political behaviour, and political thought), and a senior course in environmental policy and/or environmental politics. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **POLITICS — University of Winnipeg.** Subject to budgetary approval The University of Winnipeg Department of Politics intends to make a tenure track appointment in Public Administration at the Assistant Professor level. Applicants with an interest in any area of Public Administration and Canadian Politics are encouraged to apply. The successful applicant will be expected to teach courses in public administration, public policy and Canadian Politics at the undergraduate level, as well as at the graduate level in our joint UW/UM Masters in Public Administration Program. Candidates should have an active research program in a field related to the teaching duties. Candidates with a PhD and teaching experience will be preferred. Salary will be commensurate with experience. Applications will be accepted until February 11, 2005; the appointment will be effective July 1, 2005. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, non discrimination and diversity. The University is committed to employment equity, to be a place of learning and work that includes all qualified individuals, including women and men, members of visible minorities, aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply, but qualified Canadian citizens and permanent residents of Canada are given priority. Letters of application with a current curriculum vitae and three letters of recommendation should be sent to: Dr. Allen Mills, Chair, Department of Politics, The University of Winnipeg, 515 Portage Avenue, Winnipeg, MB R3B 2E9; Fax: (204) 774 4134.

■ **PSYCHOLOGY — Brandon University.** The Psychology Department at Brandon University invites applications for a tenure-track position in the area of human learning and memory or cognition, subject to budget. Candidates should have a PhD in Psychology. Responsibilities will include teaching undergraduate courses in instrumental and classical conditioning, human learning and cognition, and other areas as determined by the Department in discussion with the successful applicant. This position is expected to supervise honours students and engage in a program of research. Application deadline: February 28, 2005 or until the position is filled. Date of Appointment: August 1, 2005. Salary and Rank: Commensurate with the candidate's qualifications and experience. Please send curriculum vitae, indicate citizenship or Canadian immigration status, transcripts, and the names and addresses including e-mail of three referees to: Dr. Janet Wright, Dean of Science, Brandon University, Brandon, Manitoba R7A 6A9, Canada; Fax: 204-728-7346; E-mail: wrightj@brandonu.ca. All qualified candidates are encouraged to apply; however, Canadian Citizens and Permanent Residents will be given priority.

■ **PSYCHOLOGY — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Psychology.

■ **PSYCHOLOGY — Carleton University.** Subject to budgetary considerations, the Department of Psychology, Carleton University wishes to make a tenure-track appointment at the level of Associate Professor in the area of Forensic Psychology/Psychology and Law, to begin 1 July 2005. Candidates should have an established, academic program of research, with scholarly, academic publications and grant support (e.g., SSHRC), and graduate teaching experience in forensic psychology. Scholars at the level of Assistant Professor with both an established, academic program of forensic research and teaching interests in the area of Forensic Psychology are also encouraged to apply. Ability to teach univariate and multivariate statistics at the graduate level would be an asset in forensic candidates. The Department of Psychology has a strong undergraduate and graduate program in experimental Forensic Psychology; we are a participating department in the interdisciplinary Criminology and Criminal Justice degree program. Further information can be obtained from our website at http://www.carleton.ca/ or by contacting Dr. Joanna Pozzulo at the above address or by email at joanna_pozzulo@carleton.ca. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Mary Gick, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. All qualified candidates are encouraged to apply. The applications of Canadian and Permanent Residents will be given priority. Carleton University is committed to equality of employment for women, aboriginal

Concordia
UNIVERSITY

Real education for the real world

DEAN, FACULTY OF ARTS & SCIENCE

Concordia University, established in 1974 and located in Montreal, is today one of Canada's most distinctive universities and is emerging as a leader in Canadian higher education. Building on the strengths of its two founding institutions (Sir George Williams University and Loyola College of Montreal), Concordia today reflects a unique blend of commitments to diversity, accessibility, responsiveness, innovation and academic excellence.

The Faculty of Arts and Science is the largest Faculty at Concordia and one of the largest such Faculties in Canada. Its 21 departments, five colleges and 11 research centres encompass disciplines and interdisciplinary units in the humanities, social sciences, and sciences and offer 209 undergraduate and graduate programs. The Faculty enrols 16,500 undergraduate and graduate program students and includes nearly 500 full-time professors and 500 part-time professors.

The University is searching for a Dean who is a dynamic leader with a vision of Canadian higher education for the 21st century. The ideal candidate will have extensive academic administrative experience, with particular emphasis on issues of academic and space planning, governance, human resources, budget, technology, fundraising, and inter-university, government and community relations.

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Concordia University is committed to employment equity.

Should you want to learn more about this unique leadership opportunity, please call Libby Dybikowski or Diyet van Lieshout at (604) 913-7768 or forward your CV, a letter of introduction and the names of three referees, in confidence, to Provence Consulting Inc., Suite 202, 1555 Marine Drive, West Vancouver, BC, V7V 1H9. Fax (604) 913-8356 or e-mail: search@provenceconsulting.com Apply on-line: www.provenceconsulting.com

PROVENCE FINDS

We will communicate with all who express interest.

DALHOUSIE UNIVERSITY

Director, School of Public Administration

Dalhousie University invites applications for the position of Director, School of Public Administration. The School is one of four schools that comprise the Faculty of Management. The Faculty of Management is an international leader in education and research with an integrative approach to providing responsible management solutions.

The position is a tenured or tenure track appointment at the level of associate or full professor. Candidates should have a PhD in public administration or a related field and a strong record of research and teaching. Candidates with exceptional backgrounds in public-service administration who do not meet all of the above requirements are also encouraged to apply.

The School offers one of Canada's leading MPA degrees, an innovative MPA (Management) degree to public-service executives, and an integrated Bachelor of Management degree in conjunction with the other three schools in the Faculty.

This position is an opportunity to lead the expansion of the School in attracting the best faculty and students, and in further developing innovations in program design and delivery.

Review of applications will begin in January 2005 and will continue until the position is filled.

Detailed information on the School and its programs can be found on the School's website: www.mgmt.dal.ca/spa.

Candidates should send a letter of application, curriculum vitae and copies of recent publications and course evaluations, and arrange to have at least three letters of reference sent to:

Chair, Advisory Committee on the Appointment of the Director of the SPA
c/o Office of the Dean
Faculty of Management, Dalhousie University
6152 Coburg Road, Room 110, Halifax, NS B3H 3J5
Telephone: (902) 494-2582
Fax: (902) 494-1195
E-mail: suzanne.kinsman@dal.ca

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

DALHOUSIE UNIVERSITY
Inspiring Minds

CAREERS CARRIÈRES

peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be reviewed beginning January 2005 and the process will continue until the search has been completed.

■ **PSYCHOLOGY — Bishop's University.** The Department of Psychology at Bishop's University invites applications for a tenure track position at the Assistant Professor level. Applicants must hold a PhD in Physiological Psychology/Neuroscience and must have competence in Developmental Psychology. Candidates must be committed to teaching and have a sound record of research productivity. The successful applicant will be expected to teach courses in Physiological Psychology, Neuroscience, Child Development, and Motivation; teaching duties may also include other areas such as Language or Environmental psychology. Bilingualism would be an asset. Please send your application, curriculum vitae, evidence of teaching competence, and the names of three referees (including their email addresses) to Dr. Anton de Man, Dean of Social Sciences, Bishop's University, Lennoxville, Quebec, J1M 1Z7. The closing date is March 1, 2005 or when the position is filled. In accordance with Canadian immigration requirements, this advertisement is initially directed to Canadian citizens and permanent residents.

■ **PSYCHOLOGY — University College of Cape Breton.** The Department of Psychology at the University College of Cape Breton invites applications for a 12 month term position at the rank of Assistant Professor to commence July 2005. This position is subject to budget approval. UCCB currently delivers three Psychology courses via distance: Social Psychology, Developmental Psychology and Personality. The successful candidate will teach one or two distance delivered courses with the balance of the teaching load to include course(s) in introductory Psychology or the candidate's area of expertise. Applicants must have a PhD in Psychology (or be near completion) and have a strong academic and research background. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/scholarly activities and service to UCCB, community and profession. The union affiliation of this position is with the UCCB Faculty Association of University Teachers (FAUT). UCCB is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. UCCB encourages applications from qualified Aboriginal People, African Canadians or other persons from a visible minority group, persons with disabilities and women. Applicants who wish to be considered for this initiative may self-identify in their cover letter. Qualified candidates should send a letter of application quoting the reference number, a curriculum vitae, academic transcripts and three letters of reference to the Human Resources Department. Applications must be received by 4:00 p.m. March 4, 2005. Email applicants will receive a return email confirming receipt. Please contact: Human Resources Department, PO Box 5300, Sydney, Nova Scotia B1P 6L2; Phone: 902.563.1158; Fax: 902.563.1456; Email: humanresources@ns.siantzinc.ca; Web site: www.uccb.ca Please quote reference number PSY0501 on all correspondence.

■ **PUBLIC ADMINISTRATION & PUBLIC POLICY — University of Victoria.** The Department of Political Science and the School of Public Administration at the University of Victoria invite applications for a tenure-track position at the rank of Assistant Professor in Canadian Public Administration, Public Policy and Governance to begin on July 1, 2005. This is a joint position, and the successful applicant's teaching and service responsibilities will be equally shared between the two units. Currently, both the School of Public Administration and the Department of Political Science are developing PhD programs, including a joint field in Comparative Public Policy and Governance. Applicants should have a completed or near-completed a PhD in Political Science, Public Administration, or Public Policy. They should also have embarked on a scholarly research agenda, and have begun publishing. The Candidate will teach courses in Canadian public policy, public management, and governance in both units, at both undergraduate and graduate levels. Both units are strongly committed to both excellence and employment equity and to increasing the diversity of approaches and perspectives in teaching and research. The Department of Political Science webpage can be found at: http://web.uvic.ca/poli. The School of Public Administration webpage can be found at: http://publicadmin.uvic.ca/. The University of Victoria is an equity employer. It encourages applications from women, persons with disabilities, visible minorities, aboriginal peoples, peoples of all sexual orientations and genders, and others who may contribute to the further diversification of the University. All qualified candidates are encouraged to apply; however, in accordance with Canadian immigration requirements, Canadians and permanent residents will be given priority. Applications and supporting documentation should arrive no later than February 1, 2005. Applications should be sent to the Director, School of Public Administration, University of Victoria, PO Box 1700, STN CSC, Victoria, BC V8W 2Y2; email padirect@uvic.ca. Applications should include: (1) a letter reviewing the candidate's qualifications, experience, research plans, and teaching preferences; (2) a current curriculum vitae, (3) a single article-length sample of the candidate's scholarly work; and (4) letters of reference from three referees, each of whom has been asked to send their letter directly to the Director of the School of Public Administration.

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■ **REAL ESTATE MANAGEMENT — University of Guelph.** The Department of Marketing and Consumer Studies at the University of Guelph invites applications for one tenure track position in the area of Real Estate Management at the rank of Assistant Professor. The Department is part of the College of Social and Applied Human Sciences and the Faculty of Management. We offer two Bachelor of Commerce majors, one in Marketing Management and one in Housing and Real Estate Management. At the graduate level, we offer a Master of Science degree with a focus on Consumer Studies. Responsibilities of this position include teaching in all of the Department's undergraduate and graduate programs, the pursuit of scholarly research, and service contribution to the Department, College and University. The University of Guelph is a top-ranked comprehensive university in Canada with a total enrolment of 17,000 plus. It is located in Guelph, Ontario (population approx. 120,000) and is a one-hour drive west of Toronto, Ontario. Applicants should have (or be near completion of) an earned doctorate in Real Estate or a discipline related to real estate management (such as Marketing, Finance, or Economics). Preference will be given to those who have Canadian work experience in the housing or real estate field. The appointment is expected to be effective as early as July 1, 2005. Applications must include a curriculum vitae, a list of the applicant's teaching interests, and a summary of his or her research agenda for the next three years. Applicants should arrange for three letters of reference to be sent under separate cover. Department representatives will be available at the ASSA meetings in Philadelphia to discuss this opportunity. Applications should be submitted no later than January 31, 2005 to: Chair, Department of Marketing and Consumer Studies, University of Guelph, Guelph, Ontario, N1G 2W1 (Tel: 1-519-824-4120 Ext. 53774, Fax: 1-519-823-1964, email: rpadanyi@uoguelph.ca). More information about the Department can be found at http://www.uoguelph.ca/consumerstudies/. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities, and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **RELIGION — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Religion.

■ **RUSSIAN STUDIES — Dalhousie University.** Applications are invited for a 10-month sessional faculty position within the Department of Russian Studies, Faculty of Arts and Social Sciences, effective August 1, 2005. This position is subject to budgetary approval. The position will require teaching two sections of an introductory class in Russian Culture and Civilization, a Survey of Russian Literature class, and two half-classes, one in Russian Modernism and one on post-Stalin Russian culture and civilization. Applicants should have a sound, but not necessarily native knowledge of Russian, experience in conducting, evaluating, and correcting work in English composition, a PhD or equivalent in a relevant field. They should show evidence of teaching and research ability. Applications, including a curriculum vitae and the names of three referees, may be submitted in confidence to the Chair of Search Committee, Dr. Ieva Vitins (ivitins@dal.ca), Department of Russian Studies, 6135 University Avenue, Dalhousie University, Halifax, NS B3H 4P9. All correspondence will be acknowledged. A more detailed description of the department is available at http://www.dal.ca/~russwww/russwww.html. The deadline for applications is 15 February 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

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■ **SCIENCE — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Science College.

■ **SOCIAL SCIENCES — University of Alberta.** The University of Alberta's new Augustana Faculty invites applications for the position of Chair of the Department of Social Sciences, commencing July 1, 2005. The appointment will be made at the rank of Associate or Full Professor. Augustana is an undergraduate liberal arts and sciences campus of about 1000 students located in Camrose, an attractive city of about 15,000, 90 km southeast of Edmonton. After a long educational history, including two decades as an independent, degree-granting university college of the Lutheran church, Augustana has entered a dynamic period of renewal, opportunity, and growth as part of one of Canada's leading universities. It encourages applications from candidates who have demonstrated skill in academic leadership and who share its commitment to high-quality teaching, a collegial, interdisciplinary academic community, and an active culture of inquiry and public engagement appropriate to an undergraduate, rural setting. The Department of Social Sciences offers degree programs in Economics/Management, History, Political Studies, Psychology, and Sociology, as well as an interdisciplinary Initiative in Development Studies. While applications are invited from those eligible for a teaching appointment in any of the above programs, first consideration will be given to those who can fill an existing vacancy in any of Economics/Management, Political Studies, or Psychology. The Chair will take a leadership role in enabling the Department and the Faculty to provide a distinctive, attractive, and rigorous educational experience for students within the University of Alberta. The Chair, in particular, will be expected to foster a department culture that promotes collegiality, program innovation, teaching excellence, and research. The Chair will play a key role in recruiting, orienting, evaluating, and encouraging the career development of academic staff. The Chair will also work closely with the Dean, senior administrators, other chairs, and important external constituencies to advance the interests of the Department and the Faculty. The Chair will bring to the position an exemplary record in teaching, research, and service. For information about Augustana, please consult the Faculty webpage at www.augustana.ca. Inquiries concerning this position should be directed to the Acting Dean. Applicants should submit a curriculum vitae, including evidence of successful teaching and samples of scholarly work, and arrange to have three confidential letters of reference sent to: Dr. Roger Epp, Dean (Acting), Augustana Faculty, University of Alberta, 4901-46 Avenue, Camrose, AB, Canada T4V 2R3; E-mail: Roger.Epp@ualberta.ca; Telephone: 780-679-1103. Closing date for applications is January 22, 2005, or until a suitable candidate is found. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. If suitable Canadian citizens or permanent residents cannot be found, other individuals will be considered. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

■ **SOCIOLOGY — University of Guelph.** The Department of Sociology and Anthropology in the College of Social and Applied Human Sciences at the University of Guelph anticipates making an entry-level appointment at the Assistant Professor level in the area of Sociology. The appointment is expected to be effective July 1, 2005. The Department offers programs at both the undergraduate and graduate level. The Department also participates in an interdisciplinary program in International Development and in an interdisciplinary PhD. program in Rural Studies. The Department is looking for someone

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DALHOUSIE UNIVERSITY
Inspiring Minds

Assistant/Associate Professor Management Information Systems

The School of Business Administration in the Faculty of Management invites applications for a probationary tenure-track position at the rank of Assistant or Associate Professor, effective July 1, 2005.

Dalhousie's School of Business is accredited by AACSB International and will be moving into the new state-of-the-art Kenneth C. Rowe Management Building in the Fall of 2005. The Faculty of Management houses four research centres, the Centre for Management Informatics, the RBC Centre for Risk Management, the Centre for International Business Studies, and the Norman Newman Centre for Entrepreneurship. The purpose of the Centre for Management Informatics is, in part, to conduct interdisciplinary research on how information technology can be leveraged to enable organizations to produce, manage, and use information and knowledge more effectively, to act as a catalyst and resource for companies and organizations who wish to adopt innovative approaches to the use of information technologies, and to demonstrate, analyze, and improve the application of information technologies to selected problems through pilot projects and partnerships with private and public organizations.

The candidate must possess, or be near completion of a PhD, be able to teach at both the graduate and undergraduate levels and will engage in cutting edge research that furthers the objectives of the Centre for Management Informatics. Salary will be commensurate with academic qualifications, teaching and practical experience.

Applications should contain a curriculum vitae, sample publications/working papers, and the names and contact information of three referees.

E-mail the material by **February 28, 2005** to Viola.Caume@dal.ca or send to:

Ms. Viola Caume, School of Business Administration
Faculty of Management, Dalhousie University
6152 Coburg Road, Halifax, N.S. B3H 3J5

Information about the School of Business Administration may be found at www.mgmt.dal.ca/sba.

In accordance with Canadian immigration requirements, all qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment equity/Affirmative action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women.

Memorial
University of Newfoundland

TWO TIER II CANADA RESEARCH CHAIRS | FACULTY OF ARTS

Regional Language & Oral Text

Memorial University of Newfoundland invites applications for a Tier 2 Canada Research Chair in Regional Language and Oral Text. The term "regional" in this description refers to the subnational as well as the purely local, and "oral text" encompasses all forms of orality and oral transmission of language. The Chair will be filled by a rising new scholar who possesses an outstanding record of research achievement in one or more of the following disciplines: variationist linguistics, social or regional dialectology, sociophonetics, folklore and oral tradition, corpus linguistics, or related areas as outlined at www.mun.ca/arts. The Chair will enhance Memorial University's international profile in his or her research areas, building on the existing research strengths of the university in the field of Regional Language and Oral Text. He or she will ideally possess expertise in techniques for the digital rendering and analysis of text, and will link ongoing efforts in preservation of oral culture to emergent standards in textual and acoustic technologies. The successful applicant will also develop a research program that includes one or more language varieties specific to the region of Atlantic Canada, and with a particular focus on the province of Newfoundland and Labrador.

The Canada Research Chair's primary appointment may be in any one of the four departments sponsoring this position (English Language and Literature, French and Spanish, Folklore or Linguistics), though an appointment in the department of Linguistics is likely. Depending on the qualifications, experience and interests of the successful candidate, cross or joint appointment to a second sponsoring department is also possible. Whatever the department of appointment, the Chairholder will play a leadership role in integrating and stimulating interdisciplinary research, particularly on languages of Atlantic Canada. The Chair will also participate in the teaching programs of the Faculty at both undergraduate and graduate levels, and will take a leading role in the mentoring of graduate students and post-doctoral fellows.

Newfoundland and Labrador possess a unique linguistic heritage, and serve as an ideal laboratory for examining the transmission of language and oral culture over space and time. Memorial University has a fifty-year history of research excellence in the investigation of the languages and oral culture of the province. The university possesses important archival repositories of local speech varieties and genres, including the Folklore and Language Archive (MUNFLA); the English Language Research Centre; the Centre d'études franco-terreneuviennes; and the Linguistics Department's Native Language Archive, which contains materials on the province's aboriginal languages (Labrador Innu-aimun or Montagnais-Naskapi, Labrodor Inuktitut, and Mi'kmaq). Technical support is provided by the Digital Research Centre for Qualitative Fieldwork as well as the Linguistics Laboratory. Excellent library support exists in the Centre for Newfoundland Studies of the Queen Elizabeth II library. The Folklore Department's Centre for Material Culture Studies offers a valuable additional resource, as does Memorial's recently established Research Centre for the Study of Music, Media and Place.

Natural Resource Development & Community Sustainability

Memorial University of Newfoundland invites applications for a Tier 2 Canada Research Chair in Natural Resource Development and Community Sustainability. The ideal candidate will be an emerging social scientist of outstanding potential in the study of natural resource developments and their implications for community sustainability. The position is interdisciplinary in character and would have the following objectives:

- enhance social science research on the relationships between natural resource development and community sustainability with particular reference to peripheral regions including Newfoundland and Labrador;
- help build Memorial University as an international centre of excellence in this area;
- provide research opportunities and training for graduate students.

The appointment could reside in one or more departments within the Faculty of Arts, with the primary appointment being in a social science department. Its interdisciplinary nature means that there are potential synergies with other existing and proposed Canada Research Chairs (e.g. Aboriginal Studies, Regional Organization and Development, Environmental Science (Clean Water), Climate Change Modelling), existing research units and projects (e.g. the Leslie Harris Centre of Regional Policy and Development, SafetyNet, Coasts Under Stress, Digital Research Centre for Qualitative Fieldwork) and potential research units (e.g. the proposed Geography-led Environmental Monitoring Unit). The successful candidate will help to ensure that Memorial University of Newfoundland becomes an international centre of excellence in this research area, and will provide stimulating research opportunities and training for graduate students. She or he will also be committed to communicating the results and importance of scholarly research to the public.

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Applicants should submit a curriculum vitae, a statement of research interests and plans, a teaching dossier, and the names of three referees to: **Dr David Graham, Dean, Office of the Dean of Arts, Memorial University of Newfoundland, St John's, Newfoundland, Canada A1C 5S7**, Telephone: (709) 737-8254; Fax: (709) 737-2135; Email: deanarts@mun.ca. Consideration of applications will begin **February 15, 2005**, and will continue until the position is filled.

Tier 2 Chairs should be exceptional emerging researchers, acknowledged by their peers as having the potential to lead in their field. Details on the CRC program can be found at www.chairs.gc.ca. For further information about the Canada Research Chair program at Memorial University, please visit our web site at www.mun.ca/research/crc/. Information on the Faculty of Arts at Memorial University can be found at www.mun.ca/arts/.

Memorial University is the largest university in Atlantic Canada. As the province's only university, Memorial plays an integral role in the education and cultural life of Newfoundland and Labrador. Offering diverse undergraduate and graduate programs to nearly 18,000 students, Memorial provides a distinctive and stimulating environment for learning in St. John's, a safe, friendly city with great historic charm, a vibrant cultural life, and easy access to a wide range of outdoor activities. With 175 regular faculty members in 14 academic departments and a wide variety of interdisciplinary major, minor and diploma programs, the Faculty of Arts offers breadth, depth and diversity. Counting some 2,000 registered students with declared majors, and with strong graduate programs, the Faculty is committed to providing solid teaching and research support to new appointees. The Faculty of Arts houses, among other units, the Institute of Social and Economic Research (ISER), ISER Books and the Digitol Research Centre for Qualitative Fieldwork. It is also home to outstanding archival collections, including the Maritime History Archive, the Folklore and Language Archive and the Native Language Archive. Memorial's Queen Elizabeth II Library has excellent holdings with the most extensive collection of journals in the region. Please see www.mun.ca/arts/.

Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities. There is no restriction with regard to nationality or residence.

CAREERS CARRIÈRES

who has expertise in quantitative methods at both the graduate and undergraduate level. The successful candidate must also have a research specialization in any other substantive area of Sociology, not including Rural Sociology or Criminology. In addition to teaching, duties and responsibilities will include graduate student advising, research, participation in faculty meetings, administrative service, and other duties as assigned. Applicants should have (or be near completion of) an earned doctorate in Sociology. Please forward applications directly to: Dr. Frans Schryer, Chair, Department of Sociology and Anthropology, University of Guelph, Guelph, Ontario, Canada N1G 2W1. Telephone: (519) 824-4120, ext. 56527; Fax: (519) 837-9561. Applicants should include each of the following with their application: A cover letter, a current curriculum vitae, a teaching dossier (including sample course outlines, teaching reviews, and a statement of the applicant's teaching philosophy), and samples of published articles/books. Applicants should arrange for three letters of reference to be sent under separate cover. Deadline for applications is: February 15, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

■ **SOCIOLOGY — Concordia University.** Please see the 2-page Concordia University advertisement for job openings in Sociology.

■ **SOCIOLOGY — University of Lethbridge.** The Department of Sociology at the University of Lethbridge invites applications for an Academic Assistant Instructor position (Probationary) beginning July 1st 2005 subject to budgetary approval. An MA in the social sciences, preferably in sociology, is required. Teaching experience including laboratory supervision is an asset. Duties will include teaching of laboratory sections for various undergraduate courses. The successful candidate may also be required to teach first and second year undergraduate courses offered by the department. Some administrative duties under supervision of the departmental chair may also be assigned. For more information about the University please visit our web site at www.uleth.ca. This position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University aspires to hire individuals who have demonstrated potential for excellence in teaching and scholarship. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The University offers a non smoking environment. Applications should include a curriculum vita, academic transcripts, and evidence of teaching effectiveness (including teaching evaluations, if available). The applicant should also supply the names and contact information of at least three referees. The applicant should send this material and arrange for the letters of reference to be mailed directly to: Trevor Harrison, Chair, Department of Sociology, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Telephone: (403) 329-2552; Fax: (403) 329-2085; or E-mail trevor.harrison@uleth.ca, but application materials must be in hardcopy. The closing date for applications is January 31, 2005.

■ **SOCIOLOGY — Carleton University.** Applications are invited for a tenure-track position in Sociology at the rank of Assistant Professor, to commence July 1, 2005. The appointment is subject to final budgetary authorization. Applicants are sought with demonstrated research expertise in population studies and quantitative research methodology. Other areas of substantive research include criminology and criminal justice, and sociology of health. The position will involve both graduate and undergraduate teaching, and graduate supervision. Preferred candidates will have a completed doctorate in Sociology and an established record of publications. A letter of application, stating research and teaching interests, together with a curriculum vitae, evidence of teaching ability, examples of publications, and the names, addresses, telephone numbers and e-mail addresses of three referees should be sent to: Professor Brian Given, Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6 (e-mail: brian_given@carleton.ca). At the same time, candidates should arrange to have their three referees forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Deadline for receipt of applications: January 30, 2005 or until such time as the position is filled.

■ **SPORT, EXERCISE, HEALTH, AND/OR HUMAN FACTORS PSYCHOLOGY — University of Windsor.** The University of Windsor invites applications for a tenure-track faculty position in the Faculty of Human Kinetics in the area of Sport, Exercise, Health, and/or Human Factors Psychology commencing July 1, 2005. For a detailed position description visit our website at: www.uwindsor.ca/facultyopportunities. Contact: Dr. Robert Bouchet, Acting Dean, Faculty of Human Kinetics, University of Windsor, 401 Sunset Avenue, Windsor, ON, N9B 3P4, Tel: 519-253-3000, Ext. 2432, Fax: 519-973-7056, Email: beuchet@uwindsor.ca. For information on the University of Windsor or the City of Windsor, contact Dr Janice Drakich, Director, Faculty Recruitment at 877-665-6608 (toll free) or recruit@uwindsor.ca.

■ **STATISTICS — University of New Brunswick, Saint John.** The Department of Computer Science and Applied Statistics at The University of New Brunswick, Saint John, invites applications for a tenure-track position in Statistics at the Assistant Professor level, effective July 1, 2005. This position is subject to final budgetary approval. The Department currently offers a Bachelor of Science in Computer Science, a Bachelor of Data Analysis, and a major in Statistics for the Bachelor of Science and Bachelor of Arts degrees. A Biostatistics major is in development. The successful candidate must have a PhD in Statistics, and demonstrated excellence in research and teaching. While applicants with an interest in any area of applied statistics will be considered, those with training and experience in biostatistics will be given preference. Applicants should submit a curriculum vitae, and the names and addresses of three referees by January 31, 2005. Applications should be mailed the Chair of the Search Committee, Department of Computer Science and Applied Statistics, the University of New Brunswick, P.O. Box 5050, Saint John, New Brunswick, E2L 4L5, fax (506) 648-5799, e-mail csas@unbsj.ca. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. Applicants should indicate current citizenship status. The University of New Brunswick is committed to the principle of employment equity.

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■ **TEACHING & LEARNING SERVICES — McGill University.** Teaching and Learning Services (TLS) of McGill University (a new unit created following the restructuring of the Centre for University Teaching and Learning) is seeking its first Director. Chartered in 1821, McGill University is a research-intensive, public university located in Montreal, Quebec, Canada. It is comprised of 21 Faculties and Schools, with almost 20,000 undergraduate students and more than 6,000 graduate students. The academic staff consists of approximately 1,400 tenured/tenure-track faculty and 4,000 research, part-time and visiting staff. TLS supports, initiates, and conducts academic development at McGill at all levels: instructional, organizational, professional and personal. As the first Director of TLS, the successful candidate will have a major role to play in articulating the vision of teaching and learning support at McGill. TLS consists of academic professional associate staff, a Teaching Improvement Counselor, and support staff. TLS works in close collaboration with departments, faculties and other university units, as well as with individual teaching staff, to support, develop and improve teaching at McGill. TLS also administers the McGill Teaching and Learning Improvement Fund. The Director will report to the Deputy Provost and Chief Information Officer, and work in close collaboration with the other units under his purview, notably Instructional Multimedia Services, the McGill Libraries, and IST Customer Services. The successful candidate must hold a PhD with an academic background in a field relevant to teaching and learning in higher education. Work experience should include faculty development work, both general and discipline specific, successful teaching at the post-secondary level, and applications of technology in higher education. Additionally, experience in administration and policy development is required. All qualified candidates are encouraged to apply; however, following Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. McGill University is committed to equity in employment. The applicant's curriculum vitae and the names of three referees should be addressed to Dr. Anthony C. Masi, Deputy Provost and Chief Information Officer, McGill University, 845 Sherbrooke St. W., Room #600, Montreal, QC H3A 2T5. Review of applications will begin immediately and continue until the position is filled, with an anticipated starting date of 1 June 2005.

■ **THEATRE — Dalhousie University.** The Department of Theatre at Dalhousie University invites applications for a ten-month limited-term appointment in Film Studies, at the rank of Assistant Professor, commencing August 1, 2005. The responsibilities will include teaching the equivalent of one and a half classes in Film Studies and one and a half classes in Theatre Studies, and participating in the development of the growing interdisciplinary Film Studies programme at Dalhousie. The following is a list of possible courses to be taught: Introduction to Film, Film Genres, Dramaturgy, and Classical, Early Modern, or Modern Theatre. The qualifications required for this position are: 1) PhD with a specialization that will enable the successful candidate to teach both film and theatre classes; 2) teaching experience at the postsecondary level. Evidence of teaching ability considered an asset. Applications, which should include a curriculum vitae and three confidential letters of reference forwarded by the referees, should be sent to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by January 31, 2005. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons and women. This position is subject to budgetary approval.

■ **THEATRE — University of Ottawa.** The Department of Theatre invites applications from both theatre artists and scholars for a tenure-track position at the Assistant Professor level to commence July 1st, 2005. The University of Ottawa is located in the heart of the National Capital which is home to a wealth of national research and artistic institutions and is ideally situated between Montreal and Toronto. The Department of Theatre is a rapidly growing department with an exciting new MFA program in Directing. The current undergraduate programs, which balance practice, history and theory, include both a 3 year Concentration and a 4 year Honours in Theatre, as well as a 3 year Concentration in Arts Administration. With the exception of the Concentration in Theatre, the programs require active bilingualism on the part of both the students and the professors. The successful candidate will therefore be able to function in a bilingual environment, contribute to the new MFA program in Directing and teach undergraduate courses in at least two of the following areas: theatre practice, history of theatre and/or theatre theory. Qualifications: a terminal degree in Theatre, or the equivalent and significant evidence of ability and experience in the teaching and practice of theatre. Salary to be negotiated in accordance with the Collective Agreement. The deadline for receipt of applications is February 22nd, 2005. Applicants should send a detailed curriculum vitae and arrange for three letters of reference to be sent directly to the Chairperson, Department of Theatre, University of Ottawa, 135 Séraphin Marion, Ottawa, Ontario K1N 6N5. Equity is a University policy. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

■ **THÉÂTRE — Université d'Ottawa.** Le Département de théâtre de l'Université d'Ottawa invite les candidatures d'artistes et de spécialistes en théâtre pour un poste de professeur régulier menant à la permanence au rang de professeur adjoint. Entrée en poste: le 1er juillet 2005. Situé au cœur de la capitale nationale à proximité de Montréal et Toronto, entourée d'un riche éventail d'institutions de recherche et d'institutions culturelles, le Département de théâtre est en pleine croissance avec un tout nouveau programme pratique de maîtrise en mise en scène. Au premier cycle, le Département, qui cherche à maintenir un équilibre entre pratique, histoire et théorie, offre un programme de baccalauréat de 3 ans avec concentration, un programme de 4 ans avec spécialisation de même qu'un programme de baccalauréat de 3 ans avec concentration en administration des arts. À l'exception de la concentration en théâtre, les programmes exigent un bilinguisme actif de la part des étudiants et des professeurs. Le candidat choisi devra pouvoir fonctionner dans un milieu bilingue, contribuer au nouveau programme de maîtrise et enseigner des cours de premier cycle dans au moins deux des domaines suivents: la pratique théâtrale, l'histoire du théâtre et la théorie. Qualifications requises: Un diplôme de fin d'études universitaires en théâtre ou l'équivalent; expérience substantielle de l'enseignement et de la pratique théâtrale. Le salaire sera établi en conformité avec les dispositions de la convention collective. La date limite du dépôt des candidatures est le 22 février 2005. Les personnes désireuses de poser leur candidature doivent faire parvenir leur curriculum vitae détaillé ainsi que trois lettres de recommandation à la directrice, Département de théâtre, Université d'Ottawa, 135, Séraphin Marion, Ottawa DN K1N 6N5. L'Université a une politique d'équité en matière d'emploi. Toutes les personnes qualifiées sont encouragées à poser leur candidature. Toutefos, cette offre s'edresse de préférence aux citoyens canadiens et aux residents permanents.

■ **THEATRE — University of Winnipeg.** The Department of Theatre and Drama at the University of Winnipeg, invites applications for a probationary tenure track position at the rank of Assistant Professor. The candidate will be required to teach in the performance area; the ability to teach in a secondary area may be an asset. Subject to budgetary approval, this appointment is effective July 1, 2005. Salary will be commensurate with qualifications and experience. The ideal candidate will have an advanced degree in theatre and/or drama and experience teaching acting, preferably in a university setting. Professional acting experience is required. The position involves teaching, continuing research or creative work, and participation in administration. A strong creative and/or scholarly record, with a particular interest in actor training, would be valuable assets. The University of Winnipeg has a vital Department of Theatre and Drama consisting of eleven full time faculty members augmented with a number of guest instructors from the profession. Its commitment is to both theoretical and practical work, and both BA and BA (Hons.) degrees are offered, with a range of streams available to students. We are one of the largest undergraduate programs in the country; our graduates can be found working in every aspect of theatre and film in Canada and beyond. Qualified individuals should apply in writing by January 30, 2005, and include a curriculum vitae, three letters of reference, and other relevant documentation. Applications should be addressed to: Professor Tim Babcock, Chair, Department of Theatre and Drama, The University of Winnipeg, 515 Portage Ave, Winnipeg, MB R3B 2E9 Canada; Phone: (204) 786-9955 (Department Office); Fax: (204)

CAUT ACPPU
BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from gender policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of the bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005; tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ou d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques, générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes sa sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au mains 100 personnes et veulent soumissionnel des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie una liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th, St. N.W., Washington, DC 20005; tél: (202)737-5900.

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The *Bulletin* is published 10 times during the academic year, once a month except July and August.

ISSUE	CLASSIFIED	DISPLAY
September	August 4/04	August 11/04
October	September 1/04	September 8/04
November	October 6/04	October 13/04
December	November 3/04	November 10/04
January	December 1/04	December 8/04
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NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	4 août 2004	11 août 2004
Octobre	1 septembre 2004	8 septembre 2004
Novembre	6 octobre 2004	13 octobre 2004
Décembre	3 novembre 2004	10 novembre 2004
Janvier	1 décembre 2004	8 décembre 2004
Février	5 janvier 2005	12 janvier 2005
Mars	2 février 2005	9 février 2005
Avril	2 mars 2005	9 mars 2005
Mai	6 avril 2005	13 avril 2005
Juin	4 mai 2005	11 mai 2005

Les annonces doivent parvenir à l'ACPPU avant la date limite.

LE BULLETIN DE L'ACPPU

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CAREERS CARRIÈRES

774-8882; E-mail: t.babcock@uwinnipeg.ca. The University of Winnipeg is an urban, primarily undergraduate university which seeks to appreciate, foster and promote values of human dignity, equality, non discrimination and diversity. The University is committed to employment equity, to be a place of learning and work that includes all qualified individuals, including women and men, members of visible minorities, aboriginal persons, and persons with disabilities. All qualified candidates are encouraged to apply, but qualified Canadian citizens and permanent residents of Canada are given priority.

■ **THEATRE (ACTING/DIRECTING) — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 4.5 month term appointment starting August 15, 2005. The successful candidate will teach acting in two years of a four year BFA degree program, and will direct or act in a departmental production. The successful candidate will have significant professional experience and be able to demonstrate an ability to teach at the university level. An MFA (Theater) degree or equivalent is praferred but not required. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **THEATRE (STAGECRAFT) — Sir Wilfrad Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 8.5 month term appointment starting August 15, 2005. The successful candidate will have expertise in technical theatre, particularly in the areas of props and costumes, will teach these elements across all four years of the undergraduate Stagecraft stream in both the Studio courses and as a supervisor in the Production courses (Wardrobe), and serve as resident designer. As a designer, the candidate will be responsible for designing costumes and/or sets/costumes for 2 to 3 of the main stage shows each semester. Experience teaching at the university level and a strong résumé from the professional theatre are required. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **THEATRE STUDIES — University of Guelph.** The School of English and Theatre Studies at the University of Guelph invites applications for a tenure-track assistant professorship in Theatre Studies in the area of Design, to begin July 1, 2005. The successful applicant will have broad training and experience as a theatre designer and the capacity to teach in the areas of theatre technology and design as well as the history of theatre design. MFA or PhD in a relevant field by July 2005 is preferred; applicants with an equivalent combination of education and experience will be considered. Candidates should have a demonstrated ability to conduct and disseminate innovative research. Teaching responsibilities: flexible teaching interests are essential, and candidates are invited to express the range of their interests in their application. Responsibilities will include undergraduate courses in the areas of expertise as well as courses for first-year students and non-majors. Teaching may include graduate courses and supervisions as appropriate. To apply: send (or arrange to have sent) to Professor Alan Shepard, Director, School of English and Theatre Studies, 426 MacKinnon, University of Guelph, Guelph, Ontario N1G 2W1, all of the following materials: application letter, curriculum vitae, portfolio of theatre design materials, unofficial copy of all graduate transcripts, evidence of teaching effectiveness, and three current, confidential letters of recommendation. Candidates are also welcome to submit a writing sample. Portfolios will be returned to candidates once the search has been concluded. The Search Committee will begin reviewing applications on January 15, 2005 and will continue until the position is filled. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

V

■ **VISUAL ARTS (ART HISTORY) — Sir Wilfrad Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 8.5 month term appointment starting August 15, 2005. Sabbatical leave replacement position of the sole art historian. The successful candidate will teach two terms of Art History Survey end four other undergraduate courses from any combination of the following areas: Medieval, Renaissance/Baroque, 19th Century/Modern, Contemporary, Canadian, Women's Art, Non-Western, Theory. There is also the potential to teach fourth year seminar courses in the candidate's areas of specialty for two of the courses. PhD or equivalent, the ability to teach at the undergraduate level and previous teaching experience at the post-secondary level required. Please send cv, teaching dossier, and an example of any published work to Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

■ **VISUAL ARTS (SCULPTURE) — Sir Wilfred Grenfell College.** Sir Wilfred Grenfell College, Memorial University of Newfoundland invites applications for a 4.5 month term appointment starting August 15, 2005. Teaching experience in one or more levels of undergraduate Sculpture (additional expertise in Drawing would be an asset); working knowledge of traditional methods, contemporary issues and practices, and safe studio practices. MFA or equivalent required. Send exhibition record and slides of recent work with application. Please send cv, teaching dossier, and the names of three references to: Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NL A2H 6P9. For further information visit www.swgc.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

W

■ **WOMEN'S STUDIES — University of Lethbridge.** The Faculty of Arts and Science at the University of Lethbridge invites applications for a two-year term position at the rank of Assistant Professor in Women's Studies, beginning July 1, 2005, subject to budgetary approval. Applicants should hold, or be near completion of, a PhD in Women's Studies or any interdisciplinary/Disciplinary area with clear emphasis on women-centered studies. Expertise in the areas of gender, feminist theology, community research, non-standard work and interdisciplinary pedagogical approaches is sought. Evidence of an established research program and teaching experience is desired. We are particularly interested in applicants who can contribute to our course series in sex and spiritualities and women and representation. The Women's Studies program at the University of Lethbridge offers a disciplinary major. The curriculum is grounded in a feminist theoretical framework which positions "woman" as subject and gender as an analytical tool in the acquisition and critique of knowledge. Interested persons are invited to view the Women's Studies website at: www.uleth.ca/fas/wom. Located in southern Alberta, near the Rocky Mountains, Lethbridge offers a sunny, dry climate which is surprisingly mild for the prairies, excellent cultural and recreational amenities and attractive economic conditions. Founded in 1967, the University has an enrollment of over 7,600 students. Our focus on liberal education, selected professional programs, smaller classes, co-op placements and involvement of students in faculty research provides the very best education available. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. The position is open to all qualified applicants, although preference will be given to Canadian citizens and permanent residents of Canada. The University offers a non smoking environment. For more information about the University please visit our web site at www.uleth.ca. Applications should include a curriculum vitae, transcripts, outlines of courses recently taught, teaching evaluations and publication reprints or preprints, a statement of teaching philosophy and research interests, and names of at least three referees who are scholars in the field. Arrange for this material and the three letters of reference to be mailed to Dr. Jo-Anne Fiske, Coordinator, Women's Studies, University of Lethbridge, 4401 University Drive, Lethbridge, AB T1K 3M4; telephone 403-380-1633; email: joanne.fiske@uleth.ca. The closing date for applications is January 31, 2005.

ACCOMMODATIONS

■ **FIRENZE/ITALY** — Sabbatical/holiday rental; central location, attractive 2 double bedrooms apartment, living and dining room, well equipped kitchen. Monthly (4 weeks) 1350.00 euros + utilities/final cleaning. Weekly all included 650.00 euros (two people). Spezzotti Ph +39-055-245 739; e-mail curotti@tiscali.it.

■ **GENEVA/SWITZERLAND** — Holiday/short stays; central, attractive studio (2.5 rooms) sleeps 2–3. Weekly all included 550.00 euros. Spezzotti Ph +39-055-245 739; e-mail curotti@tiscali.it.

■ **PROVENCE, SOUTHERN FRANCE** — Villa for rent Sept. 1, 2005 to May 31, 2006. Fully furnished 3 bedroom, large office/library, 1 acre, wooded, in-ground swimming pool, tennis court, near Aix-en-Provence. $1,450 per month plus utilities. Contact Dr. Sandra Beckett at 905-687-7315 or sbeckett@brocku.ca.

■ **EDINBURGH, SCOTLAND** — Fully furnished 3-bedroom flat for rent from August/September 2005 to June 2006. Centrally located (New Town). All modern conveniences including central heating, washing machine, and dishwasher. Children welcome. Call Kathryn Chittick/Stephen Brown 011 44 131 556-7381 (phone/fax) or (705) 748-1237 Trent University. Email: k.chittick@btinternet.com or swbrown@trentu.ca.

WANTED

■ **TEXTBOOK WRITERS WANTED** — Amelox Incorporated. Many disciplines still available. Go to http://www.amelox.com/jobs.htm for details.

UNIVERSITY OF WATERLOO

POSITIONS IN INFORMATION SECURITY & ASSURANCE

DEPARTMENT OF COMBINATORICS & OPTIMIZATION, SCHOOL OF COMPUTER SCIENCE
DEPARTMENT OF ELECTRICAL & COMPUTER ENGINEERING

Applications are invited for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or Full Professor in the general area of information security and assurance with special interests in the security of software, systems, networks or closely related areas. Applicants for junior positions early in their careers should have demonstrated potential for quality research and teaching. For senior positions, exceptional applicants with leadership, vision, and strong records of research accomplishments are sought.

The University of Waterloo is recognized internationally as a premier research-intensive institution with research strengths across a broad spectrum of areas in computer science, computer engineering, and mathematics. There are outstanding research groups in software engineering (Software Engineering Research Group), wireless communications (Centre for Wireless Communications), cryptography (Centre for Applied Cryptographic Research), and quantum computing (Institute for Quantum Computing). Given the multi-disciplinary nature of information security, this wide range of expertise provides a rich research environment.

It is anticipated that one appointment will be made in each of these three academic units: the School of Computer Science, the Department of Combinatorics and Optimization, and the Department of Electrical and Computer Engineering. (For information about these three academic units, please visit http://www.uwaterloo.ca.) Applicants should have earned a doctoral degree in a discipline closely related to these academic units, and must have a strong commitment to research and teaching. Salaries will be competitive, and will be based on the successful applicant's accomplishments, experience and qualifications.

The University of Waterloo is located in the attractive community of Kitchener-Waterloo (population of 300,000) in southwestern Ontario. The Perimeter Institute for Theoretical Physics, the Centre for International Governance Innovation, and Wilfred Laurier University are also located in Kitchener-Waterloo. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks.

Applications should be sent by electronic mail to info-secunty@cs.uwaterloo.ca or by post to:
Information Security Faculty Search Coordinator
c/o Dr. George Labahn, School of Computer Science, University of Waterloo
200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1.

An application should include a curriculum vitae, statements on teaching and research, and the names and contact information for at least three referees. Applicants should ask their referees to forward letters of reference to the address above. Applications will be considered as soon as possible after they are complete, and as long as positions are available.

The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

University of Waterloo

BUILDING A TALENT TRUST

Canadian Association of University Teachers
Association canadienne des professeures et professeurs d'université

Assistant Executive Director
Directeur(trice) général(e) adjoint(e)

The Canadian Association of University Teachers is inviting applications for the position of Assistant Executive Director, starting July 1, 2005.

Duties will include providing tactical and strategic advice to member associations on collective bargaining issues; liaising with chief negotiators; assisting with the preparation and delivery of CAUT collective bargaining and other educational courses and workshops; assisting the Executive Director with academic freedom cases; providing advice to member associations on policy and other matters; providing advice and assistance to CAUT committees; and undertaking other related duties as may be assigned.

Applicants should have considerable experience and demonstrated competence in collective bargaining in the post-secondary sector; experience in handling grievances/arbitration; significant understanding of academic freedom, tenure and collegial governance; the ability to make effective presentations to large groups; the ability to write clearly and persuasively; knowledge of word processing, database systems and other computer software; basic knowledge of labour law and demonstrated ability to work cooperatively as part of a team. Candidates should have a graduate degree and knowledge of CAUT policies and programs. The ability to work in both official languages is a definite asset.

Salary: **$96,900–$102,000** plus 5 weeks vacation and an excellent benefits plan.

Interested candidates should forward their applications by **February 4, 2005** to: **James Turk, Executive Director, CAUT, 2675 Queensview Drive, Ottawa ON K2B 8K2.** Fax: 613-820-7244; E-mail: turk@caut.ca.

All applications will be treated confidentially. Only those candidates selected for an interview will be contacted. CAUT is an equal-opportunity employer, committed to the principles of employment equity in hiring and in all of its employment practices.

L'Association canadienne des professeures et professeurs d'université invite les personnes intéressées à soumettre leur candidature au poste de directeur(trice) général(e) adjoint(e), pour l'entrée en fonction le 1er juillet 2005.

Le ou le titulaire du poste aura pour fonctions de fournir aux associations membres des conseils tactiques et stratégiques concernant la négociation collective, d'assurer la liaison avec les négociateurs en chef, d'aider à organiser et à dispenser les cours et les ateliers de l'ACPPU portant sur la négociation collective et d'autres sujets, d'aider le directeur général à traiter les cas relatifs à la liberté académique, de fournir aux associations membres des conseils sur la politique générale et d'autres questions, de fournir aide et conseils aux comités de l'ACPPU et d'exercer les autres fonctions connexes qui lui seront conférées.

Les candidats ou candidates devront posséder les compétences et qualités suivantes : expérience considérable et compétence confirmée en négociation collective dans le secteur de l'enseignement postsecondaire; expérience de la procédure de réglement des griefs et des cas d'arbitrage; compréhension approfondie de la liberté académique, de la permanence de l'emploi et de la gouvernance collégiale; aptitude à faire des présentations efficaces devant de larges auditoires; aptitude à rédiger dans un style clair et persuasif; connaissance du traitement de texte, des systèmes de base de données et d'autres logiciels; connaissance de base du droit du travail et aptitude confirmée à travailler en collaboration avec les autres membres d'une équipe. Les candidats ou candidates doivent détenir un diplôme universitaire supérieur et avoir une connaissance des politiques et des programmes de l'ACPPU. La capacité de travailler dans les deux langues officielles est un atout certain.

Salaire : **96 900 $ – 102 000 $**, plus 5 semaines de vacances et un excellent régime d'avantages sociaux.

Les personnes intéressées sont priées de soumettre leur candidature au plus tard **le 4 février 2005** à : **James Turk, directeur général, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.** Télécopieur : 613-820-7244; Courriel : turk@caut.ca.

Toutes les candidatures seront traitées de façon confidentielle. Nous ne communiquerons qu'avec les candidats ou candidates convoqués à une entrevue. L'ACPPU souscrit à l'équité en matière d'emploi, aux principes de l'embauche fondée sur l'équité en matière d'emploi et à toutes ses pratiques d'emploi.

CAUT ACPPU

Answer to Homework!

From page A4. Yes. The plan is that Goneril and Regan set out on the bike, while Cordelia starts walking. When Goneril and Regan reach a suitable point before grandmother's house, Regan dismounts and continues the journey on foot while Goneril returns to pick up Cordelia. All three sisters are to arrive at grandmother's house at the same time.

Since the tandem covers nine times the distance of a walker in any period of time, the tandem goes five units ahead and four units back, while Cordelia walks one unit. At the other end, Regan is set down one unit from her destination, while the tandem goes back four units and then ahead five units to arrive at the destination. The total length of the journey is thus six units, so that each unit is 10 km.

Goneril and Regan ride for 50 km on the tandem, taking 10/9 hours to do so; Regan dismounts and takes two hours to walk the remaining 10 km. Goneril returns a distance 40 km to pick up Cordelia, and the two ride 50 km to their destination. Goneril rides a total of 140 km in 28/9 = 3 1/9 hours; Cordelia and Regan each walk 10 km in two hours and ride 50 km in 10/9 = 1 1/9 hours for a total travel time of 3 1/9 hours. This is less than three hours and 10 minutes (3 1/6 hours), so they will see grandmother by noon.

the Bulletin careers online > www.caut.ca

BOOKSHELF
COIN DES LIVRES

Intriguing Biography of a Happy Realist

No Ordinary Mike: Michael Smith, Nobel Laureate

Eric Damer & Caroline Astell. Vancouver: Ronsdale Press, 2004; 264 pp; ISBN: 1-55380-014-1, paper $24.95 CA.

By WILLIAM BRUNEAU

HISTORICAL statistics show biography is nearly as popular in the early 2000s as it was a century ago. Academics now think the field respectable and the public find it easier to understand biography than they do works in more abstract fields. Besides, biographers no longer moralize quite so much as they did before 1914. We are more sceptical than our Edwardian forebears. We think heroism, intellectual heroism included, is still possible. But we find it is rarer than it once was.

We ask biographers to let readers make their own critical inferences about the effects on subjects' lives of power, social structure, institutional politics, family history and money. Above all, we expect this of the books about "famous" people.[1] In academe, few are so instantly famous as Nobel Prize holders. There are a dozen or so Canadian winners, nearly all in the natural sciences or in economics, some with only moderately close connections to Canada.[2] There are few substantial written discussions of these men, certainly none so thorough as *No Ordinary Mike,* and this lacuna may be explained by the risks involved in writing argumentatively about scientific "heroes."

It would have been easy to write a congratulatory work, but Eric Damer and Carolyn Astell's work on Michael Smith (1932–2000) gives us the best of both the old and the new biographical traditions.[3] On one hand, the book celebrates the triumph of a kindly character, a sharp scientific intelligence with a canny mind for business. On the other, *No Ordinary Mike* takes us into the bracing air of hard science (the final chapter is devoted to Smith's discovery of site-directed mutagenesis, and resisted this reviewer's best efforts at decryption).

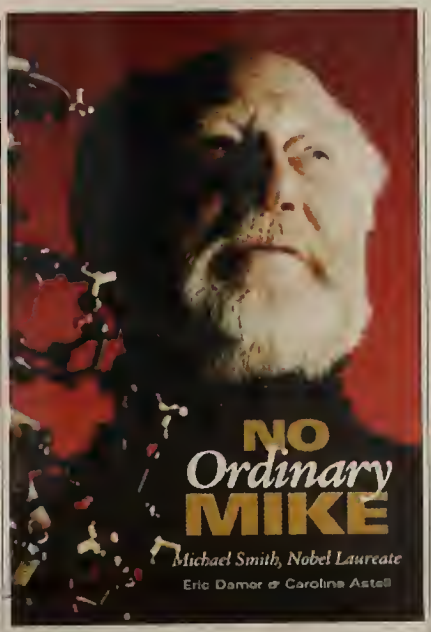
In its opening chapters, the book relies on a long view of British social history (Smith's origins in an ambitious lower-middle-class Blackpool family in the 1930s and 1940s, and his luck in gaining access to a good education at state-supported Arnold Grammar School and Manchester University). The history is as bracing as the science.

Damer and Astell write well. Rarely do we feel an unresolved conflict in argument. The authors show that Smith could be a "nice guy" – a phrase that occurs at least once in the text (he found it very hard to discipline employees or graduate students) – yet a tough negotiator with his university, his family, his preferred granting agencies and in the stock market. By mid-book, we might even want to forgive him for being too much in the lab and too little with his kids and to agree, even if only for a moment, how "natural" it was that Smith should modify his youthful egalitarianism and radical "democratic" inclinations.

Damer and Astell thus make a contribution by pointing to contradictions in Smith's life and work and allowing readers to decide for themselves how Smith could unite those contradictions in one life, one career and one trajectory.

Another example: the first quarter of the book takes us to Smith's doctoral defence at Manchester in 1956, and his "fortuitous" hiring at Gordon Shrum's B.C. Research Council under the supervision of yet another future Nobel winner, Har Gobind Khorana. Smith and Khorana came from poor backgrounds and had done well, as Damer and Astell put it, incidentally giving an example of the older biographical tradition.

Meanwhile, Khorana and Smith found their home societies unfriendly to their scientific work, and "had" to move to Canada or to the United States (as Khorana finally did). The accident of their intellectual gifts, and the force of social structure, played parts in both lives. In both, the University of British Columbia's contribution was of marginal importance in deciding where their science would go. This point is worth underlining, as university administrators are wont to make claims for the uniquely science-friendly "environment" they can or should provide, sometimes at almost unbearable expense to the rest of the academic community. Yet the evidence is that community and open decision-making were crucial in the construction of Smith's and Khorana's laboratories, not just funding or physical space.



It was by no means "natural" or automatic that Smith "got somewhere." By the end of *No Ordinary Mike* we begin to see how much he owed to the economics of big science, to the growth of a trans-Atlantic intellectual scientific community, to the rise of massive public and private science funding, to his own political insight and to his own scientific intelligence. Although the Nobel Prize depended mostly on the last of these things, one cannot deny the others.

Through the 1960s, Smith had few official teaching functions at UBC. He was consumed with research. We are told that "One of Mike's most significant scientific contributions was to help develop the phosphodiester method of synthesizing oligonucleotides." This reviewer spent a pleasant hour trying to understand the page on which this sentence occurs, with the help of a glossary at the end of the book, but did not succeed. But the authors discussion of the politics of UBC's biochemistry department versus the faculty of medicine makes good sense anyway. It succeeds by describing the difficult balance between biochemistry as a science, and biochemistry as a necessary element in medical training. UBC was, then as later, under pressure to fund medicine well, even at the expense of biochemistry as a freestanding department. Smith in the 1970s was endlessly doing administration and university politics, not just DNA work.

By the end of his life Smith had joined a high-flying cadre of commercially successful academic entrepreneurs at UBC and at an international level. He never repudiated his early commitment to a democratic style of university governance, but he was also not a sustained activist in the university senate, or (apart from a brief period on the personnel committee) in the faculty association. Indeed, by the 1990s he did not often question the common-law marriage between the market economy and the university. He had become an activist in quite a different sense.

At page 196, the authors tell us that "Mike's lobbying – for biomedical research in general and genomics in particular – persisted and he had powerful allies in the business community." And at page 123, "it is no great surprise to learn that Smith's discoveries had attracted in 1981 the attention of Wall Street biotechnology investors."

Smith shortly engaged himself in the creation of a biotechnology company (Zymos) based in Seattle. Damer and Astell give a persuasive explanation for this key turn in Smith's life: he liked the idea of having more personal funds to dispose of – Zymos made him a millionaire; he wanted to test his theoretical and practical understandings in science; and he hoped for funding in his own laboratories that would compete with American lab funding.

Smith was, in short, a happy realist. More than a decade after his first serious ventures into the world of scientific capitalism, Smith discovered that the Canada Foundation for Innovation, beginning in 1997, would fund only 40 per cent of infrastructure costs for the expensive work he and his colleagues did in his biotechnology lab at UBC and in several other connected laboratories. That meant finding money in the public, quasi-public and private sectors to match the CFI portion. For Smith was above all "an uncommon scientist who used synthetic organic chemistry to create an extraordinarily powerful tool … used by biologists worldwide" (p. 11, from a foreword by R.J. Roberts, 1993 Nobel Prize, medicine). The creation and re-creation of scientific "tools," particularly tools that are in constant use for basic science (in a sense, tools like this *are* basic science), are bound to cost a good deal of money.

The value of Smith's research lay not only in its contribution to fundamental scientific understanding, but also in its subsequent applications to agriculture, medicine and other life sciences. But for those of us who live the teaching-research life, Smith's career puts a spotlight on crucial changes in the finance and control of the university and in the organization of science worldwide.

Smith was many things, justifiably earning recognition and rewards of many kinds before and after his Nobel Prize. The elements of his life fit together reasonably well. He was a happy, informal, attractively forthcoming person, only occasionally assailed by doubt or depression. It makes sense as biography.

But Damer and Astell leave us with many unanswered questions. The authors have not explored the inner workings of Smith's family life in anything like the depth they gave to his public scientific and administrative work. But for the history of universities in Canada, this is less important than the unanswered questions raised elsewhere by the authors clear descriptions. Reconsider for a moment the massive financial and political forces that kept Smith's work and laboratories going. At a time when arts and social science funding were entering the longest decline in Canadian history (1973 to the present), Smith's laboratories attracted massive fiscal support inside and outside the university, from both private and public sources.

Why was there never any serious discussion at UBC of the real, long-term, campus-wide cost of big science? The result may have been a reaffirmation of UBC's commitment to it, but … that discussion never occurred. Accountability in Smith's work was to federal and sometimes to private authorities, but in truth, he must have exercised an extraordinary degree of autonomy, conferred by his level of funding. But we are unsure at the end of the book, as these kinds of questions were not tackled. Damer's preface (the book has one foreword and two prefaces – an unusual luxury) explicitly invites more work on Smith, and one can well understand why.

On some accounts, nearly everything that Smith did for science has paid off at UBC, in the province and in the country. As this book shows, there's more to it than that. ■

1. For an accessible, but mildly sceptical treatment of the Nobel Prize and its effects on academic life, see James Glanz, "Too Many Eyes on the Prize," New York Times Magazine, 2000 Oct. 8, accessed 2004 December 20 at: http://partners.nytimes.com/library/magazine/home/20001008mag-wwln.html. For a debunking, and possibly muckraking biography of a well-known Nobel Prize winner, see Ray Monk's work on *Bertrand Russell* (London: Jonathan Cape, 1992–2000; 2 volumes).

2. A list of Canadian winners in the natural sciences, presented without explanation, is at http://educ.queensu.ca/~science/main/profdev/pdjsi1.htm. (accessed 2004 December 20).

3. Harry Black, *Canada and the Nobel Prize: Biographies, Portraits and Fascinating Facts* (Markham, Ontario: Pembroke Publishers Ltd., 2002), and Jon Bradley's review thereof in Canadian Social Studies, 38, 3 (2004) www.quasar.ualberta.ca/css/Css_38_3/BRbradley_canada_nobel_prize.htm. Bradley suggests that Harry Black has written too much in the Edwardian vein, and with too little scepticism: "True, the discoveries of some of these folks … are indeed advanced, theoretical and a trifle difficult for the average lay person to comprehend. However, this challenging and instructional role should have been a major thrust of this book and, in this reviewer's eyes, a wonderful opportunity was missed by not attempting to communicate in everyday language the achievements, accomplishments and impact of these many and varied discoveries." Damer and Astell do not make these mistakes.

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